

Union County Public Schools

Title VI, IX Harassment/Discrimination

Grievance Procedure

Title VI -Title IX: The Union County School System does not discriminate on the basis of race, sex, color, religion, national origin, age, handicap, or veteran status in provision of educational opportunities, programs, activities, or employment opportunities and benefits. Inquiries or completed grievance forms should be referred to the James E Carter, **Title VI, IX** Coordinator; P O Box 10 Maynardville, TN 37807.

Anyone who believes s/he has a valid basis for grievance can discuss it informally and on a verbal basis at the point of grievance (e.g. school level) or with the **Title VI** or **Title IX** Coordinator. A formal grievance may be filed with the **Title VI** or **Title IX** Coordinator, who shall in turn investigate the complaint or refer it to a designee to investigate and reply to the grievance within ten working days. Formal grievances can be made, whether the informal process is used or not, according to the following steps:

I. Filing a Grievance

Anyone who believes that the school system or its agents has discriminated against him/her or another individual should file a complaint within 180 days. The completed grievance form should be sent to the **Title VI** or **Title IX** Coordinator as listed above; Union County Schools, P O Box 10 Maynardville, Tn. 37807

II. Additional Information for the Grievant

If the grievant remains unsatisfied, s/he may appeal through a written statement to the Superintendent, along with an attached copy of the original grievance, and the system's response to that grievance, within ten (10) business days. If not satisfied with the superintendent's response, the grievant may appeal to the School Board. (Note: Upon appeal to the School Board, the grievant waives the right to confidentiality.) In an attempt to resolve the grievance, the Board of Education or its designees shall meet with the concerned parties and their representative with ninety (90) days of the receipt of such an appeal. A copy of the Board's disposition of the appeal shall be sent to each concerned party within ten (10) business days of the meeting.

The grievant should be aware of the right to take the complaint to the State Department of Education, Civil Rights Coordinator, 6th Floor, Andrew Johnson Towers, 710 James Robertson Parkway, Nashville, TN 37243; to the Office of Civil Rights, U.S. Department of Education, P.O. Box 2048, 04-3010, Atlanta, GA 30301; or take court action without fear of prohibition or retaliation.