

## **Personnel -- Certified**

### **Title IX**

The Board of Education agrees to comply with Title IX of the Education Amendments of 1972 and the Regulations promulgated pursuant thereto, the Board designates the Elementary School Director of Pupil Personnel Services as Compliance Officer. The Board shall, at least annually, notify all students, parents, employees and labor organizations with which it deals of the name, address and phone number of the Title IX Coordinator and the procedure for processing grievances.

Except as hereinafter noted, all complaints shall be addressed in writing to the Board designated Title IX Coordinator and he/she shall be responsible for investigating all complaints. Upon investigation, the Title IX Coordinator shall effectuate any changes deemed necessary to eliminate any discriminatory practices and shall inform the complainant in writing of his/her actions within ten (10) business days of the receipt of such complaint.

If the complainant is not satisfied with the action of the Title IX Coordinator, within ten (10) days, the complainant may appeal the action of the Title IX Coordinator in writing to the Board of Education. The Board of Education shall hold a hearing within fifteen (15) business days of receipt of such written request and shall decide what, if any, remedies are necessary to eliminate the practices deemed discriminatory. The Board shall notify the complainant in writing of its decision within ten (10) days after such a hearing.

Employees who are represented by labor organizations recognized by this Board for the purposes of collective bargaining shall process all complaints of alleged Title IX violations through the grievance procedures set forth in the applicable collective bargaining contracts.

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.  
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.  
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.  
34 CFR Section 106.8(b), OCR Guidelines for Title IX.  
Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a) 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001).  
*Meritor Savings Bank, FSB v. Vinson*, 477 U.S. 57 (1986).  
*Faragher v City of Boca Raton*, No. 97-282 (U.S. Supreme Court, June 26, 1998).  
*Gebbs v. Lago vista Indiana School District*, No. 99-1866, (U.S. Supreme Court, June 26, 1998).  
*Davis v Monro county Board of Education*, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

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Legal Reference (continued)

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (amended by P.A. 97-247 to include “sexual orientation”).

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.