

EQUITY COMPLIANCE

In keeping with the guidelines in Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments Acts of 1973, and the Americans with Disabilities Act of 1991, the Waldron School District assures that no person shall on the basis of race, color, national origin, sex, age, or handicapping condition be excluded from the participation in, be denied the benefits of, or be subject to discrimination under any program or activity.

Kristi Sigman, Coordinator
Waldron School District
1560 West 6th Street
Waldron, AR 72958

DISCRIMINATION BASIS

In keeping with the guidelines in Title VI, Section 601, Civil Rights Act of 1964, Title IX, Section 901, Educational Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, the Waldron School District assures that no person shall on the basis of race, color, national origin, sex, age, or handicap be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity.

Grievance Procedures

Students and Employees of the Waldron School District may take the following steps for filing, processing and resolving discrimination complaints, including those concerning Title VI, Section 601, Civil Rights Act of 1964, Title IX, Section 901, Educational Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973

1. Visit with the district Equity Coordinator to resolve the complaint
2. Acquire and submit a completed complaint form from the Superintendent's office within 30 days of the alleged violation
3. Equity Coordinator notifies respondent within 5 days and asks respondent to: confirm or deny facts, indicate acceptance or rejection of student or employee's requested action, or, outline alternatives
4. Respondent submits answer within 10 days to Equity Coordinator
5. Within 10 days after receiving respondent's answer, Equity Coordinator refers written complaint and respondent's answer to Principal or designee. The Equity Coordinator also schedules a conference with grievant, respondent, and Principal, or designee
6. Conference is conducted
7. Within 10 days after conference, a written decision is issued to student or employee, respondent, and Equity Coordinator
8. Equity Coordinator schedules within 10 days a conference with grievant, respondent, and Superintendent
9. Conference conducted
10. Superintendent issues decision within 10 days following conference
11. If grievant or respondent is not satisfied with decision, they must notify Equity Coordinator within 10 days and request a conference with governing board
12. Equity Coordinator notifies governing board within 10 days after received request. Equity Coordinator schedules conference with governing board to be conducted within 30 days from date of notification to board
13. Conference is conducted
14. Governing Board issues final written decision within 10 days after conference regarding validity of grievance and action taken
15. A section 504 student grievant may request impartial hearing where the governing board's decision involves the identification, evaluation, or educational placement of a handicapped person in an elementary or secondary education program

This policy, along with definitions and general provisions is located in the superintendent's office, and the media center and principal's office on each campus.