

EQUAL EDUCATIONAL OPPORTUNITIES INVESTIGATION PROCEDURES NO. 500.1R1

Nondiscrimination. No student in the Burlington Community School District shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in District programs on the basis of race, color, creed, sex, gender identity, religion, sexual orientation, marital status, national origin, disability, or socio-economic background. The policy of the District shall be to provide educational programs and opportunities for students as needed on the basis of individual needs, interests, abilities and potential.

Complaint Procedures - General. Any student (or the student's parents or guardians) alleging a violation of this regulation may file a complaint using the Student Complaint Procedure. The complainant may bypass any step of the complaint procedure where the person to whom the complaint is to be lodged is the alleged perpetrator. The complainant may file the initial complaint with the compliance officer.

The complainant may be required to complete a written complaint form and to turn over copies of evidence of discrimination, including, but not limited to, letters, tapes, and pictures. The investigator shall promptly commence an investigation and proceed to completion. Both the complainant and the alleged perpetrator will be given an opportunity to give a statement. A written investigative report shall be completed, and a summary of the report, including a finding that the complaint was founded, unfounded, or inconclusive will be forwarded to the complainant and to the alleged perpetrator.

These procedures do not, in any way, deny the right of the complainant to file formal complaints or charges under the legal procedures provided by federal or state law. Inquiries or complaints may also be directed to federal and state agencies, including the Iowa Civil Rights Commission and the Office of Civil Rights of the United States Department of Education.

Grievance Procedure - Disability. The District has established a grievance procedure to handle complaints of discrimination based on disability and to handle concerns regarding accommodations for disabled students. A parent, guardian or student may utilize such grievance procedures. The Director of Curriculum and Director of Special Services (319-753-6791) is designated as the District's 504/ADA Compliance Officer for matters relating to complaints of discrimination based on disability and to handle concerns regarding accommodations for disabled students.

Compliance Officer. The Director of Services Director (319-753-6791 x1413) is designated as the District's compliance officer to insure that students are treated in accordance with this policy. In the event the compliance officer is the alleged perpetrator, the Director of Curriculum (319-753-6791 x1412) shall serve as compliance officer.

Confidentiality. The right to confidentiality, both of the complainant and of the alleged perpetrator will be respected consistent with the District's legal obligations and with the necessity to investigate allegations and take corrective actions. Confidential documentation of Allegations or investigations will not be filed in the complainant's student file.

No Retaliation. No person shall retaliate against a student or other person because the student or other person has filed a complaint, assisted or participated in an investigation, or has opposed language or conduct that violates this regulation, as long as the participation or action was done in good faith. Persons who knowingly file false complaints or give false statements shall be subject to discipline up to and including suspension or expulsion or termination of employment.

Corrective Actions. The District will take action to halt any improper discrimination and will take other appropriate corrective actions, including disciplinary measures which may include discharge, suspension or expulsion of a perpetrator, to remedy all violations of this policy.

Notification. Notice of this regulation shall be communicated to staff, students, and parents of the District. It shall be published in such manner as the compliance officer shall determine.

Approved: 11/28/05

Reviewed: 07/18/2016
11/15/2021

Revised: 08/27/07
12/09/13
04/14/14