

**GAEA TITLE IX GRIEVANCES**

**GAEA**

The Board of Education shall provide a procedure whereby all employees and students may file and have fairly considered Title IX grievances.

**GAEA-R TITLE IX GRIEVANCES**

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Employees or students may file Title IX (sex discrimination) grievances with the building Principal or with the Title IX Hearing Officer who shall be the Superintendent of Schools.

Grievances may be filed within (180) school days of the occurrence of the alleged violation and may be in writing or oral.

A grievance filed with a building principal may be investigated and heard by the principal and his/her decision may be to render a decision or to refer the grievance to the Hearing Officer, such decision or referral shall occur within ten (10) working days of receipt of the complaint. If the principal renders a decision, such decision may be appealed to the Hearing Officer. The principal shall automatically refer any grievance which includes charges of sexual harassment to the Hearing Officer.

A grievance filed with the Hearing Officer may be heard by the Hearing Officer and a decision rendered or the Hearing Officer may refer it to a grievance committee.

A grievance committee shall be composed of three members, one appointed by the Hearing Officer, one appointed by the complainant and one selected by those two. In the event the two cannot agree on a third, the president of the Board of Education shall appoint the third member.

The Hearing Officer shall within ten (10) working days of receiving a complaint either conduct a hearing and render a decision or refer the matter to a grievance committee. The grievance committee shall within ten (10) working days after the selection of the third member, conduct a hearing and render a decision. A majority decision shall occur when two or more members agree. A minority report may also be filed.

A decision of the Hearing Officer or a decision of a Hearing Committee may be appealed to the Board of Education. If a decision is appealed to the board, the board shall review the record of the Hearing Officer or the Hearing Committee and render a decision. Their decision shall be final.

If the decision is deemed unsatisfactory by the complainant, a complaint of alleged discrimination may be filed with the:

**Kansas Human Rights Commission  
Landon State Office Building  
900 S.W. Jackson, Ste. 851-S  
Topeka, KS 66612-1258**

**Office of Civil Rights  
U.S. Dept. of Education  
10220 N. Executive Hills Blvd.  
8<sup>th</sup> Floor, 07-6010  
Kansas City, MO 64153-1367**

**Equal Employment Opportunity Office  
400 State Avenue  
Suite 905  
Kansas City, KS 66101**

**APPROVED: May 12, 1986**

**AMENDED: November 13, 2000**

**REVIEWED AND APPROVED: February 13, 2012**