



## **Equal Educational Opportunities**

It is the policy of Belding Area School District that no person shall, on the basis of race, color, national origin, gender or handicap, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any program or activity and in employment.

Any question concerning Title VI or Title IX of the Educational Amendment of 1972 (which prohibit discrimination on the basis of race, color, or national origin and on the basis of gender, respectively) or questions related to Section 504 of the Rehabilitation Act of 1973 (which prohibits discrimination on the basis of handicap) should be directed to the district's superintendent of schools.

If any person believes that Belding Area Schools or any part of the school organization has inadequately applied the principles and/or regulations of (1) Title VI of the Educational Amendments Act of 1972, (2) Title IX of the Educational Amendments Act of 1972, and (3) Section 504 of the Rehabilitation Act of 1973, he/she may bring forward a complaint which shall be referred as a grievance to the local civil rights coordinator at the following address: High School Principal, 850 Hall Street, Belding, Michigan 48809.

The person who believes he/she has a valid basis for grievance shall discuss the grievance informally and on a verbal basis with the local civil rights coordinator, who shall, in turn, investigate the complaint and reply. If that informal reply does not satisfy the complainant, a formal complaint may be pursued according to the following guidelines:

1. A written statement of the grievance, signed by the complainant, shall be submitted to the local civil rights coordinators within five (5) business days of receipt of answer to informal complaint. The coordinator shall further investigate the matters of grievance and reply in writing to the complainant within five (5) business days.
2. If the complainant wishes to appeal the decision of the local civil rights coordinator, he/she may submit assigned statement of appeal to the Secretary of the Board of Education. Such statement must be delivered to the Board of Education office at 1975 Orchard Street, Belding, Michigan, not more than five (5) business days after receipt of the local coordinator's reply. In an attempt to resolve the grievance, the Board of Education (or committee appointed by the Board) shall meet with the concerned parties and their representatives within forty (40) days of receipt of such appeal. A copy of the Board's disposition shall be sent to each concerned party within ten (10) days of this appeal.
3. If at this point, the grievance still has not been satisfactorily settled, further appeal may be made to the Office for Civil Rights, Department of Education, Washington, DC 20201.