

III. Human Resources

B. Statement of Nondiscrimination and Affirmative Action

(formerly #4112 & #4200)

1. Section 504

The Narragansett School System does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to all sponsored programs and activities.

The Narragansett School System has taken action to comply with Section 504 of the Rehabilitation Act of 1973, a national law that protects *qualified* individuals from discrimination based on their disabilities. Under this law, *individuals with disabilities* are defined as persons with a physical or mental impairment which substantially limits one or more major life activities. Such individuals shall not, solely by reason of handicap be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any school program or activity receiving federal financial assistance. In some cases, plans may be written to guide actions by school staff to ensure that the individual has access to school programs and activities. The Narragansett School System has written a handbook for Section 504 procedures. The designated Section 504 Coordinator is responsible for updating these procedures on an annual basis.

Inquiries of any discrimination relating to this Act should be made to the designated Section 504 Coordinator: Director of Student Services, Narragansett School System, 25 Fifth Avenue, Narragansett, RI 02882 (telephone 792-9426). The following grievance procedure shall provide for prompt and equitable resolution of student, employee, or participant complaints relating to discrimination because of handicap:

COMPLAINTS/ALLEGATIONS OF VIOLATIONS

The Narragansett School System has adopted this formal Resolution Procedure (grievance procedure) to provide for prompt and equitable resolution of complaints alleging discrimination or discriminatory harassment in violation of Section 504 of the Rehabilitation Act, 34 C.F.R. § 104; Title IX of the Education Amendments of 1972, 34 C.F.R. § 106; Title II of the Americans with Disabilities Act, 28 C.F.R. § 35.107. See also Title IV of the Civil Rights Act of 1964, 34 C.F.R. § 100 and CHAPTER 42-87 Civil Rights of People With Disabilities 42-87-1.

The formal Resolution Procedures (grievance procedure) for complaints alleging violations begin with filing a complaint with the Section 504 Coordinator: Director of Student Services who shall discuss the nature of the complaint with the complainant and notify them of the District's grievance procedures within five (5) school days of receipt of the complaint. The Section 504 Coordinator: Director of Student Services may engage in actions to resolve the complaint at this level of the proceedings.

Level One: If the person is not satisfied with the resolution of the complaint after having met with the Section 504 Coordinator, the person may file said complaint in writing with the building Principal. The Principal will represent the Administration at this level of the complaint procedure. Within five (5) school days, the Principal will meet with the person (legal and/or parental counsel may be present at this meeting) in an effort to resolve the complaint. The

Principal shall conduct an investigation of the complaint, including interviewing witnesses and individuals/parties to the complaint. The complainant shall have an opportunity to present witnesses and other evidence. The Principal will render an impartial decision in writing within ten (10) school days after the meeting/investigation.

Level Two: If the person is not satisfied with the resolution of the complaint at Level One, the person may file the written complaint with the Superintendent of Schools. Within five (5) school days, the Superintendent of Schools will hold a meeting and render a decision within ten (10) school days after the meeting.

Level Three: If the person is not satisfied with the resolution of the complaint at Level Two, the person may refer it to the School Committee.

The School Committee will hear the complaint prior to their next regularly scheduled meeting. The complainant shall have an opportunity to present witnesses and other evidence at the hearing. The School Committee shall render a decision within twenty (20) days after the hearing on the complaint.

Level Four: If the person is not satisfied with the resolution of the complaint at Level Three, the person may submit the matter to the Commissioner of Education.

Adopted: September, 1979
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Revised:
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Narragansett School System
Narragansett, Rhode Island