I. STATEMENT OF NON-DISCRIMINATION ON BASIS OF SEX

It is hereby declared the policy of the Bluffview Montessori School Board of Directors that there will be no discrimination on the basis of sex in the employment practices of the school and/or in any educational program or activity operated by the school as required by the final rules and regulations of Title IX of 1972.

II. GRIEVANCE PROCEDURE

A. The Human Resources Committee ensures that the school’s responsibility in implementing the requirements is met. It is the responsibility of the committee to investigate complaints of non-compliance. The Board specifies that complaints must be submitted in writing and shall be signed by the person filing the complaint. The Human Resource Committee shall investigate all complaints and provide a written report of findings within a reasonable time.

B. If the individual filing the complaint feels the problem has not been resolved, he/she may make an appeal in writing to the Board of Directors. The Board shall notify the complainant of the date, time, and place of the hearing before the board. Following the hearing, the Board shall render a decision within a reasonable time and notify the complainant in writing.

C. At any time during the grievance process, a complainant may terminate local grievance processes or may, without recourse to the Human Resource Committee, address a complaint directly to:

   Chicago Office
   Office for Civil Rights
   U.S. Department of Education
   111 N. Canal Street, Suite 1053
   Chicago, IL 60606-7204
   Telephone: 312-886-8434
   FAX: 312-353-4888; TDD: 312-353-2540
   Email: OCR_Chicago@ed.gov

Ref: sections 86-8 Final Regulation implementing Title IX
86-71 Educational Amendments of 1972