

## **Section XIX. NON-DISCRIMINATION AND EQUAL ACCESS**

(1) Statement:

(a) The LaMoure School District, in the County of LaMoure and State of North Dakota, supports the provisions of Title IX of the Educational Amendments of 1972, Title VI of the Civil Rights Act of 1963 and Section 504 of the Rehabilitation Act of 1973 which commit all schools to the elimination of discrimination on the basis of race, color, national origin, sex and handicap, in employment and in those programs and activities offered to its students. It is the expressed intent of the LaMoure School District to provide opportunity for all students, free from limitations of race, color, national origin, sex or handicap

(b) This concept of equal opportunity will serve as a guide to the school board, the administration, and staff in making decisions related to the employment of personnel, school facilities, curriculum, activities and regulations affecting students and employees.

(2) Location of Policy

(a) A copy of the board policy is available for review in each school building administrative office.

(b) A copy will also be available on the school website. 5/18

(2) Title IX Policy

(a) You are hereby notified that the LaMoure Public School District does not discriminate on the basis of sex in the educational programs or activities which it operates, and that it is required by Title IX and Part 86 of the Department of Health and Human Services regulations not to discriminate in such a manner. This requirement not to discriminate extends to educational programs and activities, as well as to employment therein.

(b) You are further notified that inquires concerning the application of Title IX and this Part may be referred to the designated person responsible for coordinating the efforts of the LaMoure Public School District to comply with and carry out its responsibilities under Title IX and this Part, including any investigation of complaints alleging non-compliance. This person is the Superintendent of Schools.

(c) The LaMoure School system does not discriminate on the basis of race, color, national origin, sex or handicap in its educational programs/activities and employment policies/practices.

(4) Affirmative Action

Grievance Procedure: Title III, Title VI, Title IX, Section 504 and ADA.

Any person who believes him/herself or any specific class of individuals to be subjected to discrimination on the basis of race, color, national origin, sex, or handicap may by her/himself or by a representative file a complaint as outlined below. A

complaint must be filed not later than 180 days from the date of the alleged discrimination unless the time for filing is extended by the responsible official or his/her designee.

(a) Complaint Procedure:

Any student or employee of the LaMoure Public School District No. 8 may file a complaint alleging discrimination on the basis of race, color, national origin, sex, or handicap in any of the programs or activities of the school district as follows:

- 1) An oral complaint may be informally filed with the department chairperson, or immediate superior of a complaining student or employee, OR
  - 2) A formal written complaint may be filed with the Principal or director of the building in which the discrimination occurred, OR
  - 3) A formal written complaint may be filed with the district administrator, or his designee who has been designated as the person responsible for coordinating the efforts of LaMoure Public School District No. 8 to comply with Title VI, Title IX, ADA and Section 504, including the investigation of complaints alleging non-compliance.
- The office address and telephone number of our coordinator are as follows:

Mr. Mitch Carlson, Supt.  
LaMoure Public School  
PO Box 656  
LaMoure ND 58458  
883-5396

Any person lodging an informal, oral complaint reserves the right to file a formal written complaint within sixty (60) days of filing the oral complaint. Further, a formal written complaint must be filed as outlined in (2) or (3) above prior to the filing of an appeal as outlined below:

In addition to the above specified procedural rights, the provisions applicable to Title VI, of the Civil Rights Act of 1964 as found at 45 CFR Sections 80.6 - 80.11 and 45 CFR Part 81 are also made applicable to Formal Appeals under Title IX.

NOTE: Any student or employee of the LaMoure Public School District No. 8 shall also be entitled to submit any complaint of alleged discrimination on the basis of race, color, national origin, sex or handicap directly to the Regional Office for Civil Rights of the United States Department of Education by sending said complaint to:

Office of Civil Rights  
10220 North Executive Hills Blvd.  
8th Floor  
Kansas City MO 64153-1367