

STATEMENT OF NONDISCRIMINATION

It is the policy of the Johannesburg-Lewiston Area Schools that no person shall, on the basis of race, color, religion, national origin or ancestry, gender, age, disability, height, weight, marital status or any other legally protected characteristic be excluded from participation in, be denied the benefits of, or be subjected to discrimination during any program, activity, service or in employment. Inquiries should be addressed to:
Civil Rights Coordinator, 10854 M-32 East, Johannesburg, MI 49751 989-732-1773.

**Johannesburg-Lewiston Area Schools Board of Education
Statement of Assurance of Compliance with State and Federal Laws
The following information is provided for the protection of your civil rights.**

The Johannesburg-Lewiston Area Schools Board of Education complies with all State and Federal Laws and Regulations prohibiting discrimination and with all requirements and regulations of the Michigan and U.S. Departments of Education. It is the policy of the Johannesburg-Lewiston Area Schools Board of Education to provide equal membership/employment/service opportunities to all eligible persons without regard to and not to discriminate on the basis of race, color, national origin, religion, citizenship, age, sex, marital status, parental status, handicap, membership in any labor organization, political affiliation, and for employment only, height, weight, and record of arrest without conviction, in its educational programs, activities, or employment as required by Title VI of the Civil Rights Act of 1964.

Title VI

No person(s) shall, on the basis of race, color, or national origin, be excluded from participating in, be denied the benefits of, or be otherwise subjected to discrimination.

**Coordinator/Grievance Officer:
Mr. James Hilgendorf
10854 M-32 East
Johannesburg, MI 49751
(989)732-1773**

Title IX

No person(s) shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity for which Johannesburg-Lewiston Area Schools is responsible.

**Coordinator/Grievance Officer:
Mr. Fredrick Holt High School Principal
Director of Special Services
Director of Title I Services
10854 M-32 East
Johannesburg, MI 49751
(989)731-0141 ext.241**

or

**Coordinator/Grievance Officer:
Mrs. Linda Arbogast Lewiston Principal
4580 Montmorency St.
Lewiston, MI 49756
(989)786-2253 ext. 224**

Section 504

No otherwise qualified handicapped person(s) shall, solely by reason of handicap, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity for which Johannesburg-Lewiston Area Schools is responsible.

**Coordinator/Grievance Officer:
Mr. Thomas Hausbeck
Elementary/Middle School Principal
Special Education Coordinator
10854 M-32 East
Johannesburg, MI 49751
(989)731-2040 ext.231**

GRIEVANCE PROCEDURES FOR
TITLE VI OF THE CIVIL RIGHTS ACT OF 1964
TITLE IX OF THE EDUCATION AMENDMENT ACT OF 1972
SECTION 504 OF THE REHABILITATION ACT OF 1973
AGE DISCRIMINATION ACT OF 1975
TITLE II OF THE AMERICANS WITH DISABILITY ACT OF 1990

Section I

Any person believing that the Johannesburg-Lewiston Area School District or any part of the school organization has inadequately applied the principles and/or regulations of; (1) Title VI of the Civil Rights Act of 1964, (2) Title IX of the Education Amendments of 1972, (3) Section 504 of the Rehabilitation Act of 1973, (4) the Age Discrimination Act of 1975, or (5) Title II of the Americans with Disability Act of 1990 may bring forward a complaint within thirty (30) calendar days of the alleged infraction, which shall be referred to as a grievance to:

**Civil Rights Coordinator,
Johannesburg-Lewiston Area Schools,
10854 M-32 East,
Johannesburg, MI 49751
(989)-732-1773.**

Section II

*** (See Below)

The person who believes that a factual basis for a grievance exists of sex and disability discrimination, including harassment by students, staff and third parties shall discuss the grievance informally and on a verbal basis with the Civil Rights Coordinator or his/her designee, who shall in turn investigate the complaint and reply with an answer within twenty-one (21) calendar days. (This informal grievance procedure is not a prerequisite to filing a formal grievance with the district.) In cases where harassment is found, the District will take steps to prevent recurrence of the harassment and to remedy its discriminatory effects. If the complainant feels the grievance is not satisfactorily resolved, they may initiate formal procedures according to the following steps:

Step 1

A written statement of the grievance signed by the complainant shall be submitted to the local Civil Rights Coordinator or his/her designee within seven (7) calendar days of receipt of answers to the informal complaint. The coordinator or his/her designee shall further investigate the matters of the grievance and provide a thorough and impartial investigation of the complaint, including the opportunity to present evidence and identify witnesses and reply in writing to the complainant within twenty-one (21) calendar days.

Step 2

A complainant wishing to appeal the decision of the local Civil Rights Coordinator may submit a signed statement of appeal to the Superintendent of Schools within seven (7) calendar days after receipt of the Coordinator's response. The Superintendent shall meet with all parties involved, formulate a conclusion, and respond in writing to the complainant within fourteen (14) calendar days.

Step 3

If unsatisfied, the complainant may appeal through a signed, written statement to the Board of Education within seven (7) calendar days of receiving the Superintendent's response in Step 2. In an attempt to resolve the grievance, the Board of Education shall meet with the concerned parties and their representative within forty (40) calendar days of the receipt of such an appeal. A copy of the Board's disposition of the appeal shall be sent to each concerned party within fourteen (14) calendar days of this meeting.

Anyone at any time may file a complaint with the Office of Civil Rights without utilizing the District's informal or formal resolution process. To do so, contact the U.S. Department of Education/Office for Civil Rights for information and/or assistance at 216/522-4970. If the grievance has not been satisfactorily settled, a complaint may be made to the Regional U.S. Department of Education Office for Civil Rights, 600 Superior Avenue East, Bank One Center, Suite 750, Cleveland, OH 44114-2611.

Inquiries concerning the nondiscriminatory policy may be directed to Director, Office for Civil Rights, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202. The local Coordinator, on request, will provide the complainant with a copy of the district's grievance procedure and investigate all complaints in accordance with this procedure. A copy of each of the Acts and the regulations on which this notice is based may be found in the Civil Rights Coordinator's office.

The Office for Civil Rights, Department of Education, Cleveland Ohio is not part of the Johannesburg-Lewiston Area Schools' appeal process.

Section 504, Title II, title VI and Title IX prohibit retaliation against anyone who has opposed discrimination or filed a complaint or participated in an investigation

***Section II is optional and not required as a prerequisite to filing a formal grievance with the Department of Education, Office for Civil Rights, 600 Superior Avenue East Bank One Center Suite 750, Cleveland, OH 44114-2611.)