

1 Joint School District No. 2, Meridian
2 Meridian Technical Charter High School, Inc. has adopted West Ada's (Joint School District No. 2) policy.
3 STAFF PERSONNEL

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5 Series 400

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7 Policy Title Title IX-Nondiscrimination Policy Code No. 403.80

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10 GENERAL STATEMENT OF POLICY

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12 The affirmative action policy of Joint School District No. 2, for nondiscrimination on the
13 basis of gender, is based upon Title IX of the Education Amendments of 1972 and
14 regulation promulgated thereunder by the United States Department of Health,
15 Education and Welfare (Part 86, Title 45, U. S. Code, printed also in U. S. Federal
16 Register, Vol. 40, No. 108, Wednesday, June 4, 1975, as amended) hereinafter referred
17 to as Title IX.

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19 This policy provides that "No person in the United States shall, on the basis of gender,
20 be excluded from participation in, be denied the benefits of, or be subjected to
21 discrimination under any educational program or activity receiving federal financial
22 assistance."

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24 The board of trustees of this district intends to comply with the provisions of Title IX with
25 the general policy that discrimination on the basis of sex in any educational program or
26 activity of this district is not to be permitted. Exceptions to equal treatment will only be
27 allowed where necessary to accomplish a specific purpose that does not infringe upon
28 essential equality or fundamental fairness in the treatment of students or employees of
29 this district.

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31 APPLICATION OF POLICY

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33 This policy prohibits any persons acting in the name of and/or on behalf of this district
34 from acting in a manner that excludes participation in, denies benefits from, or
35 discriminates in any educational program because of the gender of a student or
36 employee. This prohibition applies to all educational programs and activities conducted
37 by this district.

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39 POLICY ENFORCEMENT

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41 To ensure compliance with this policy, the superintendent shall institute the following
42 procedures.

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44 1. designate the human resources director as the compliance officer:
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46 a. to coordinate efforts of the district to comply with this policy
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48 b. develop and ensure the maintenance of a records required under this
49 policy
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51 c. investigate any complaints of violation of policy

52 d. administer the grievance procedure established in this policy

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54 e. develop affirmative action programs, as appropriate

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56 GRIEVANCE PROCEDURE

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58 Any student or employee of this district who believes he or she has been discriminated
59 against, denied a benefit or excluded from participation in any district education program
60 or activity on the basis of gender in violation of this policy may file a written complaint
61 with the compliance administrator designated in this policy.

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63 The compliance administrator shall review the complaint and prepare a written response,
64 which will be mailed to the complainant within ten (10) working days of receipt of the
65 written complaint. A copy of the written complaint and the compliance administrator's
66 response shall be provided to the superintendent and each member of the board of
67 trustees.

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69 If the complainant is not satisfied with such response, he or she may submit a written
70 appeal to the superintendent and board of trustees indicating, with details, the nature of
71 disagreement with the response and reasons underlying such disagreement. The
72 superintendent and board of trustees shall consider the appeal at the next regularly
73 scheduled board meeting following receipt of the appeal. The board of trustees shall
74 permit the complainant to address the board in public or closed session, as appropriate
75 and lawful, concerning the complaint. The board shall provide the complainant with its
76 written decision in the matter as expeditiously as possible following completion of the
77 hearing.

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100 Date of Revision:
101 01/24/94

Legal Reference: Code of Idaho
