



BOARD OF EDUCATION OF DORCHESTER COUNTY RESOLUTION ON TITLE IX OF THE EDUCATION AMENDMENT OF 1972

The Title IX of the Education Amendments of 1972 states: “No person in the United States 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 receiving Federal financial assistance”. In addition, that there is a continuing obligation on the part of the school system to notify the public, their employees, students, parents, and job applicants of its intent to comply with Title IX. Furthermore, since the regulations governing Title IX require that a grievance procedure be published to process complaints of discrimination on the basis of sex, be it known that the Board of Education of Dorchester County hereby expresses its intent to maintain compliance with the regulations governing Title IX of the Education Amendment; and also that the Board directs the Superintendent of Schools to disseminate information regarding Title IX and the grievance procedure in the school system.

Title IX Grievance Procedures

Title IX of the Educational Amendments of 1972 states in part:

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.”

In accordance with the regulations of Title IX, the Board of Education of Dorchester County has adopted Title IX grievance procedures for students, parents, and employees. The purpose of the procedures is to secure equitable solutions to problems deriving from the implementation of Title IX and other laws dealing with sex discrimination.

Informal Procedure

Any person who feels that he or she has a complaint regarding discrimination on the basis of sex is encouraged to discuss the problem with his or her principal or immediate supervisor within fifteen calendar days of the time the grievant knew or should have known of the violation. If the problem cannot be resolved through informal discussion, the aggrieved person may elect to follow the formal grievance procedure.

Formal Procedure

Step I

A student, parent, or school-based employee shall present his or her grievance in writing and signed to the principal or appropriate administrator. The grievance should be filed within fifteen calendar days of the date of the alleged violation.

The principal and/or designated representative(s) or the appropriate administrator and/or designated representative(s) will meet with the grievant and a representative of his or her choice, if desired, within fifteen calendar days following the receipt of the grievance.

The principal or appropriate administrator will answer the grievant in writing within fifteen calendar days after the Step I meeting.

Step II

If the answer to the grievance at Step I is not satisfactory to the grievant, he or she may appeal the grievance in writing to the appropriate Assistant Superintendent within seven calendar days after the principal's or appropriate administrator's answer.

The appropriate Assistant Superintendent and/or designated representative(s) will meet with the grievant and a representative of his or her choice, if desired, within fifteen calendar days from receipt of the appeal.

The appropriate Assistant Superintendent will answer the grievance in writing fifteen calendar days after the Step II meeting.

Step III

If the answer to the grievance at Step II is not satisfactory to the grievant, he or she may appeal the grievance in writing to the Superintendent of Schools within seven calendar days after the appropriate Assistant Superintendent's answer.

The Superintendent and/or designated representative(s) will meet with the grievant and a representative of his or her choice, if desired, within fifteen calendar days from the receipt of the appeal.

The Superintendent will answer the grievance in writing within fifteen calendar days after the Step III meeting.

Step IV

If the answer to the grievance at Step III is not satisfactory to the grievant, he or she may appeal the grievance in writing to the Board of Education or a hearing officer appointed by the Board within fifteen calendar days after the Superintendent's answer.

For inquiries or questions, contact the Title IX Coordinator for Dorchester County Public Schools,
Mrs. Stacy L. Messick, Human Resource Supervisor
700 Glasgow Street, Cambridge, Maryland 21613
410-228-4747 Ext. 1013.

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