

9140.1 STAFF COMPLAINTS AND GRIEVANCES

Staff members have the right to present complaints and grievances in accordance with the established procedures free from coercion, interference, restraint, discrimination or reprisal.

The district shall implement the procedure agreed upon through negotiations regarding the settlement of grievances for employees covered by a collective bargaining agreement. In addition, the district shall implement procedures and regulations and designate an employee to carry out the responsibilities under Title IX and Section 504 of the Rehabilitation Act or the Americans with Disabilities Act (ADA).

This policy and accompanying regulation (9140.1-R) provide grievance procedures for employees not covered by collective bargaining agreements or whose negotiated agreements do not include grievance procedures. Staff complaints that cannot be resolved under procedures of Title IX and Section 504 or the ADA shall be subject to the discretion of the Board of Education as to the method by which the complaint may be brought.

Annual Notification

At the beginning of each school year, the district shall publish a notice of the established grievance procedures for resolving complaints of discrimination due to sex and/or disability to parents/guardians, employees, eligible students and the community. The public notice shall:

1. inform parents, employees, students and the community that vocational education programs are offered without regard to sex, race, color, sexual orientation, national origin or disability;
2. provide the name, address and telephone number of the person designated to coordinate activities concerning discrimination due to sex and/or disability; and
3. be included in announcements, bulletins, catalogues, and applications made available by the district.

Cross-ref:

0100, Equal Opportunity

Ref:

Americans with Disabilities Act, [42 USC §12111-12117](#); [-12210](#)

[General Municipal Law, Article 15-c](#)

Title IX, Education Amendments of 1972, [20 USC Chapter 38](#); [45 CFR Part 86](#)

Rehabilitation Act of 1973, §504; [29 USC 794](#)

[Civil Service Law, Article 14](#)

Matter of Gatje, 24 EDR 191 (1984)

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Poughkeepsie City School District
