

# MOON AREA SCHOOL DISTRICT

SECTION: PROGRAMS

TITLE: AFFIRMATIVE ACTION  
PROGRAMS

ADOPTED: October 10, 2000

REVISED:

| 103. AFFIRMATIVE ACTION PROGRAMS  |   |
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| <p>1. Purpose<br/>SC 1310<br/>Title VI<br/>Title IX<br/>20 U.S.C.<br/>Sec. 794<br/>34 CFR<br/>104.31-37<br/>29 CFR<br/>P.L. 101-336<br/>Title 22<br/>Sec. 4.4<br/>42 U.S.C.<br/>Sec. 12101 et seq</p> | <p>The Moon Area School District is an equal opportunity education institution and will not discriminate on the basis of race, sex, religion, color, national origin, age, handicap/disability or limited English proficiency in its educational programs, activities, or employment policies as required by Title IX of the 1972 Educational Amendments, Title VI and the Civil Rights Act of 1964, and section 504 Regulations of the Rehabilitation Act of 1973.</p>   |
| <p>2. Authority</p>   | <p>For information regarding entitlements, civil rights, grievance procedures and/or existence and location of services, programs, activities and facilities which are accessible to and usable by mentally and physically handicapped persons, contact Title IX and 504 Coordinator, at 1407 Beers School Road, Moon Township, PA 15108, (412) 264-9440; or the Director of the office of Civil Rights, Department of Education, Washington, DC.</p>   |
| <p>3. Guidelines</p>  | <p><u>Grievance Procedure</u></p> <p>Any student or employee of this district who believes s/he has been discriminated against, denied a benefit, or excluded from participation, in any district education program or activity, on the basis of sex in violation of this policy, may file a written complaint with the compliance administrator. The compliance administrator shall cause a review of the written complaint to be conducted and a written response mailed to the complainant within ten (10) working days after receipt of the written complaint. A copy of the written complaint and the compliance administrator's response shall be provided each member of the Board of School Directors. If the</p> |

complainant is not satisfied with such response, s/he may submit a written appeal to the Board of School Directors indicating with particularity the nature of disagreement with the response and his/her reasons underlying such disagreement. The Board of School Directors shall consider the appeal at its next regularly scheduled Board meeting following receipt of the appeal. The Board of School Directors shall permit the complainant to address the Board in public or closed session, as appropriate and lawful, concerning his/her complaint and shall provide the complainant with its written decision in the matter as expeditiously as possible following completion of the hearing.

Evaluation

The Superintendent shall present a report to the Board of School Directors in a public meeting during or near July each year, describing the district's compliance with this policy during the previous year, which report can be the basis of an evaluation of the effectiveness of this policy by the Board of School Directors and a determination as to whether or not additional affirmative action is necessary in light of all the facts.