

**Bendle Public Schools**  
**Non-Discrimination Policy**  
(Board Policy: Adopted 10/10/94)

The Bendle Board of Education shall not discriminate in its policies and practices with respect to compensation, terms or conditions of employment because of such individual's race, color, religion, sex, national origin, height, weight, marital status, political belief, disability or handicap which does not impair an individual's ability to perform adequately in that individual's position or activity.

*LEGAL REF: Civil Rights ACT of 1964, as amended, 1972, Title VI, Executive Order 11375. Equal Employment Opportunity Act of 1972.*

If any person believes the district or an employee of the district has inadequately applied the principles and/or regulations of a federal title program or has violated the Non-Discrimination Policy of the Board, contact should be made with the Superintendent of Schools who will ensure the following is implemented.

- **Step I** – A written statement of the complaint signed by the complainant shall be submitted to the Superintendent within five days of the alleged violation. The Superintendent shall investigate the complaint and reply, in writing within ten (10) school days.
- **Step II** – If the complainant wishes to appeal the decision of the Superintendent, he/she may appeal in a signed written statement to the Board within five (5) school days of the receipt of the Superintendent's response in Step I. The Board shall meet with the concerned parties and their representatives within fifteen (15) school days of receipt of the appeal. A copy of the Board's disposition of the appeal shall be sent to each concerned party within ten (10) school days of the meeting.
- **Step III** – If, at this point, the complaint has not been satisfactorily settled, further appeal by the complainant may be made to the Office of the Civil Rights, Department of the Human Services, Washington, D.C. 20201.