

LAKESWOOD PUBLIC SCHOOLS

Non Discrimination Policy

The Lakewood Public School District will not knowingly discriminate on the basis of age, race, creed, color, gender, national origin, cultural or economic background, height, weight, marital status, lack of English language skills, or disability in its programs or activities. Any person believing that the Lakewood Public School District or any part of the school organization has inadequately applied the principle and/or regulations or (1) Title VI of the Civil Rights Act of 1964, (2) Title IX of the Education Amendment Act of 1972, (3)

Section 504 of the Rehabilitation Act of 1973, (4) The Age Discrimination Act of 1975, and (5) Title II of the Americans with Disability Act of 1990 may bring forward a complaint, which will be referred to as a grievance, to the local Civil Rights Coordinator at the following address: Superintendent Randy Fleenor, Lakewood Administration Building, 223 West Broadway, Woodland, Michigan 48897. Email contact: [Superintendent's Office](#)

The person who believes a valid basis for grievance exists shall discuss the grievance informally and on a verbal basis with the Superintendent of Schools who shall in turn investigate the complaint and reply with an answer to the complainant within five (5) business days. The complainant may initiate formal procedures according to the following steps:

1. A written statement of the grievance signed by the complainant shall be submitted to the Superintendent of Schools within five (5) business days of receipt of answers to the informal complaint. The coordinator shall further investigate the matters of grievance and reply in writing to the complainant within five (5) business days.
2. A complainant wishing to appeal the decision of the Superintendent may submit a signed statement of appeal to the Superintendent of Schools within five (5) business days of receiving the Superintendent's response in step two. In an attempt to resolve the grievance, the Board of Education shall meet with the concerned parties, and their representative within forty (40) business days of receipt of such appeal. A copy of the Board's disposition of the appeal shall be sent to each concerned party within 10 (10) days of the meeting.

Anyone at any time may contact the Office for Civil Rights for information and/or assistance at 216.522.4970. If the grievance has not been satisfactorily settled, further appeal may be made to the Regional U.S. Department of Education Office for Civil Rights, 600 Superior Avenue East, Bank One Center, Suite 750, Cleveland, OH 44114-2611.

Inquiries regarding the nondiscrimination policy may be directed to Director, Office for Civil Rights, U.S. Department of Education, Washington D.C. 20202. The local coordinator, on request, will provide a copy of the district's grievance procedure and investigate all complaints in accordance with this procedure and investigate all complaints in accordance with this procedure. A copy of each of the Acts and the regulations on which this notice is based may be found in the Civil Rights Coordinator's Office.