

LAMPETER-STRASBURG SCHOOL DISTRICT
Lampeter, Pennsylvania 17537

**EQUAL RIGHTS AND OPPORTUNITIES,
AMERICANS WITH DISABILITIES ACT**

I. References

Statutory references

- Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- Pennsylvania Human Relations Act, 43 P.S. 951, et seq.
- Vietnam Era Veterans Readjustment Assistance Act of 1974, Title IV
- Americans With Disabilities Act, 42 U.S.C. §12101, et seq.

Regulations

- 28 C.F.R. §35.101, et seq. and 28 C.F.R. §36.101, et seq.

II. Statement of School District Policy

The School District is an equal opportunity education institution and will not discriminate on the basis of race, color, national origin, religion, age sex, marital status, veteran status handicaps or disabilities in its services, activities, programs or employment practices. The Board of School Directors also recognizes the need to provide School District services, facilities, programs and accommodations which are accessible for persons with disabilities. Without limiting the generality of the foregoing, the School District shall make its services, facilities, programs and accommodations accessible to all persons, including persons with disabilities. Anyone who becomes aware of a problem or potential problem relating to accessibility of the School District's services, facilities, programs and accommodations shall inform the School District's Compliance Officer. If anyone who is planning to attend a School District function or event has a disability, the person should contact the School District's Compliance Officer at least 24 hours in advance so that any reasonable accommodations can be made. No person will be denied participation in public meetings of the Board of School Directors. Any person with a disability should give the Board prior notice of his/her disability so that arrangements can be made to accommodate the disability, including arrangements so that any person with a disability can comprehend the proceedings before the Board and communicate his/her views to the Board if he/she desires to do so.

The Assistant Superintendent has been designated as the Compliance Officer. It is the responsibility of the Compliance Officer to make certain that all educational programs, services, activities and employment practices are free from discrimination on the basis of those conditions stated in this Policy. This responsibility includes instructing appropriate persons in the School District in the provisions of the laws and regulations concerning Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 a, Section 504 of the Rehabilitation Act of 1973, the Pennsylvania Human Relations Act, the Vietnam Era Veterans Readjustment Assistance Act of 1974 and the Americans With Disabilities Act. Inquiries regarding compliance with Title IX and Section 504 may be made to the Compliance Officer of the School District or to the Director of the Office for Civil Rights, Department of Education, Washington, D.C.

Those persons who have complaints alleging violations of the Equal Rights and Opportunities Policy may submit them to the following complaint procedure:

Step 1.

Within 15 days after the alleged violation, the complainant shall initiate a discussion with the immediate principal/supervisor. The immediate principal/supervisor shall respond within 15 calendar days of the formal discussion.

Step 2.

If the complaint is not resolved under Step 1, the complainant shall submit a written complaint to the Compliance Officer within 15 calendar days. The Compliance Officer has the authority to investigate the complaint and attempt a resolution. The Compliance Officer shall respond within 15 calendar days.

Step 3.

If the complaint is not resolved under Step 2, the complainant shall submit the complaint, within 15 calendar days, to a committee consisting of representative of the Board of School Directors, the Compliance Officer and the Superintendent. The committee shall respond within 15 calendar days.

Step 4.

If the complaint is not resolved under Step 3, the complainant shall refer the complaint to the Board of School Directors. The Board shall respond within 45 calendar days.

A complainant has the right to be accompanied by a third party during all steps of the complaint procedure.