

Comprehensive Equity Complaint Procedure

Students, parents of students, applicants for employment, and employees of Central Rivers AEA shall have the right to file a formal complaint alleging noncompliance with federal and state regulations requiring nondiscrimination in educational programs and employment. As a parent, you also have the right to a hearing before an impartial hearing officer if you disagree with your child's evaluation or placement. You have a right to counsel at the hearing and have the decision of the impartial hearing officer reviewed.

Level One – Principal or Immediate Supervisor

Employees with a complaint of discrimination on the basis of race, color, creed, gender, marital status, national origin, religion, age, sexual orientation, socio economic background or disability may first discuss it with their principal or immediate supervisor, with the objective of resolving the matter informally. A student, parent or an applicant for employment with a complaint of discrimination on the basis of race, color, creed, gender, marital status, national origin, religion, age, sexual orientation, socio economic background or disability may discuss it with the instructor, counselor, supervisor or building administrator, program administrator, or personnel contact person involved. If the problem remains unresolved, the complainant shall discuss the issue with a Compliance Officer before proceeding to the next level.

Level Two – Equity Coordinator

If the complaint is not resolved at level one and the complainants wish to pursue the complaint, they may formalize it by filing a complaint in writing on a Compliance Violation form, which may be obtained from the Equity Coordinator. The complaint shall state the nature of the complaint and the remedy requested and be filed with the Equity Coordinator. The filing of the formal, written complaint at level two must be within fifteen (15) working days from the date of the event giving rise to the complaint or from the date the complainants could reasonably become aware of such occurrence. The complainants may request that a meeting concerning the complaint be held with the Equity Coordinator. A minor student may be accompanied at that meeting by a parent or guardian. The Equity Coordinator shall investigate the complaint and attempt to resolve it. A written report from the Equity Coordinator regarding action taken will be sent within fifteen (15) working days after receipt of the complaint.

Level Three – Chief Administrator

If the complaint is not resolved at level two, the complainants may process it to level three by presenting a written appeal to the Chief Administrator within ten (10) working days after the complainants receive the report from the Equity Coordinator. The complainants may request a meeting with the Chief Administrator or designee. The Chief Administrator or designee has the option of meeting with the complainant to discuss the appeal. A decision will be rendered by the Chief Administrator or designee within ten (10) working days after receipt of the written appeal.

This procedure in no way denies the right of the complainants to file formal complaints with the Iowa Civil Rights Commission, the Federal Office of Civil Rights or other agencies available for mediation or rectification of civil rights complaints, or to seek private counsel for complaints alleging discrimination.

Equity Coordinator

Name	Karl Kurt
Office Address	1521 Technology Parkway Cedar Falls, IA
Phone	(319) 273-8200
Office Hours	Monday-Friday (8:00am - 4:00pm)

Compliance Officer

Name	Dr. Dana Miller
Office Address	1521 Technology Parkway Cedar Falls, IA
Phone	(319) 273-8200
Office Hours	Flexible

Compliance Officer

Name	
Office Address	
Phone	
Office Hours	

Compliance Officer

Name	Ryan Andreassen
Office Address	1521 Technology Parkway Cedar Falls, IA
Phone	(319) 273-8200
Office Hours	Flexible

Compliance Officer

Name	
Office Address	
Phone	
Office Hours	

Central Rivers AEA
Compliance Violation Form for Complaints of Discrimination
or Noncompliance with Federal or State Regulations
Requiring Nondiscrimination

Name of Individual Alleging Discrimination or Noncompliance

Name _____

Complaint Date _____

State the nature of the complaint and the remedy requests.

Complainant's Signature

Supervisor's Signature

Date of Filing _____

Describe incident or occurrence as accurately as possible (Attach additional sheets if necessary):

Supervisor’s response or action to above complaint.

Supervisor’s Signature

Date

Disposition by Equity Coordinator

Equity Coordinator Signature

Date

Date of Discussion with Compliance Officer _____

Signature of Compliance Officer _____

Date Received by Equity Coordinator _____

Signature of Equity Coordinator _____

Central Rivers AEA Comprehensive Equity Procedure

Responsibility of Implementation

The Central Rivers AEA Chief Administrator bears primary responsibility for the implementation of the equity program. The Chief Administrator may delegate the responsibility and authorities as deemed necessary to maintain an operational program.

The Compliance Officers shall be non-administrative members of Central Rivers AEA who shall serve as resource persons from whom grievants may seek assistance and advice. The Compliance Officers will assist the Chief Administrator in their annual report to the Board, and shall serve as advisors to the Equity Coordinator regarding management of the program. The Compliance Officers will be recommended for appointment by the Chief Administrator/designee and/or the Board of Directors. The Assistant Chief Administrator/Director of Human Resources shall be the Equity Coordinator. The Assistant Chief Administrator/Director of Human Resources will be responsible for the implementation of the Comprehensive Equity Policy.

Reports and Notifications

The Chief Administrator, the Equity Coordinator, and the Compliance Officers will prepare an annual report to the Board of Directors. This report shall include a summary of equity-related complaints received during the year, the nature of the complaints, the actions taken, and the outcomes, along with any other compliance updates and recommendations for improvement.

The Equity Coordinator and the Compliance Officers will be responsible for conducting proper public, client, and employee notification concerning the comprehensive Equity Policy and the grievance procedure.

The CRAEA equal employment opportunity/affirmative action message, policies and procedures will be disseminated referring to this policy on the Agency's website and by publicizing the policy when appropriate.

All listings of positions available shall carry the notation that Central Rivers AEA is an "Equal Opportunity/Affirmative Action Employer."

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