

### **Equal Education Opportunities**

The School provides equal education opportunities for all students and does not discriminate on the basis of race, gender, disability, nationality, or religious affiliation. The School adheres to the legal obligations and requirements under section 504 of the Rehabilitation Act of 1973 and the Individuals with Disabilities Act Amendments of 1997, including identification, evaluation, and provision of an appropriate education.

### **Gender Equity (Title IX)**

The School certifies compliance with Title IX of the Education Amendments of 1972, as amended, 20 U.S.C 1681 et seq. (Title IX), and its implementing regulation, at 34 C.F.R. Part 106, which prohibits discrimination based on sex. The School, as a recipient of federal financial assistance from the United States Department of Education, is subject to Title IX and does not discriminate based on gender in employment or any educational program or activity it operates.

Complaints or grievances regarding discrimination based on gender should be delivered in writing to the principal of the School and should provide specific details regarding the event, the date of the event, and the parties involved. The complaint will be considered confidential and will be expeditiously investigated by the principal with the assistance of SEA legal counsel as necessary and appropriate.

### **Grievance Policy**

The Southeastern Academy Charter School Board of Directors would like to offer the following Grievance Policy as a guide for parents and guardians to solve possible grievance issues in the most effective manner. The grievance policy may be used to address any situation occurring within the operation or normal procedures of the School which causes a student and/or parent to believe he/she has been wronged, except in the case of long-term suspension. This policy serves as a guideline, but the Southeastern Academy Charter School Board of Directors has the final decision in all matters that take place under the direction of Southeastern Academy Charter School.

The following procedure will be followed whenever a parent has a particular grievance:

**STEP 1: (TEACHER CONFERENCE)** The parent/guardian is to set an appointment to meet with the teacher or staff member involved in the grievance. The teacher and/or the parent/guardian may request that the Principal or his/her designee be present.

**STEP 2: (PRINCIPAL CONFERENCE)** If the issue is not resolved then the parent/guardian may ask for a meeting with the Principal.

A. A grievance shall be made in writing and filed with the Principal as soon as possible, but in no longer than ten (10) School days after disclosure of the facts giving rise to the grievance. The grievance shall include a statement describing the grievance and naming the specific policy, rule or law believed to be violated.

B. The principal shall grant the conference within five (5) School days following receipt of request. The principal shall schedule the conference and communicate the time of the conference to the parent in writing, letter, email or text message. The conference can be in person or via telephone. Only the parent or guardian or someone acting in loco parentis shall be permitted to join or represent the student in the conference with the principal.

D. After the conference, the principal will state his/her decision in writing to the student and parent within five (5) School days following the conference.

STEP 3: (APPEAL TO BOARD OF DIRECTORS) If the issue remains unresolved or the parent is not satisfied with the outcome of the Principal Conference and the grievance involves a violation of School policies or law, the parent/guardian is requested to write a letter of grievance within ten (10) School days following the response from the principal addressed to the Southeastern Academy Charter School Board of Director's Chair, 12251 NC Hwy 41N, Lumberton, NC 28358.

The Board, through the office of the Chairman, shall designate a Board committee to receive, review, and make a determination of the appeal from the Principal's decision. The designated committee shall meet within ten (10) School days following the receipt of the appeal. The student and parent shall have the right to be present and present their grievance. The principal shall also have the right to be present. The Board committee's decision shall be determined to be final and shall be conveyed, in writing, to the student and parent with copies to the principal.

Southeastern Academy Charter School believes that all decisions are made with the best interest of the child in mind. We as adults have the right to disagree, but the children are why we are here.