

RSU #16 (Mechanic Falls, Minot, Poland)

Policy Code: ACAB –R

Adopted: July 2003

Revised: ~~February 2012~~ October 2018

EMPLOYEE DISCRIMINATION AND HARASSMENT COMPLAINT PROCEDURE

This procedure has been adopted by the RSU #16 School Board in order to provide a method of prompt and equitable resolution of employee complaints of discrimination and harassment as described in policies AC - Nondiscrimination/Equal Opportunity and Affirmative Action and ACAB - Harassment and Sexual Harassment of School Employees.

Definitions

For purposes of this procedure:

- A. “Complaint” is defined as an allegation that an employee has been discriminated against or harassed on the basis of race, color, sex, sexual orientation, age, religion, ancestry, national origin or disability.
- B. “Discrimination or harassment” means discrimination or harassment on the basis of race, color, sex, sexual orientation, age, religion, ancestry, national origin or disability.

How to Make a Complaint

- A. Any employee who believes he/she has been harassed or discriminated against is encouraged to try to resolve the problem by informing the individual(s) that the behavior is unwelcome or offensive and by requesting that the behavior stop. This shall not prevent the employee, however, from making an immediate formal complaint.
- B. Any employee who believes he/she has been discriminated against or harassed should report their concern promptly to the Sexual Harassment Officer (Superintendent) at his/her assigned workplace. If the employee is uncomfortable reporting concerns to the Principal/Director at his/her workplace, he/she may report the concern to the Affirmative Action Officer. Employees who are unsure as to whether unlawful discrimination or harassment has occurred are encouraged to discuss their concerns with the Complaint Manager. Employees will not be retaliated against for reporting suspected discrimination or harassment.
- C. The Principal/Director will promptly inform the Superintendent and the person who is the subject of the complaint that a complaint has been received.
- D. The Principal/Director may pursue an informal resolution of the complaint with the agreement of the parties involved. The informal resolution is subject to the approval of the Superintendent who shall consider whether the resolution is in the best interest of the District in light of the particular circumstances and applicable policies and law
- E. The complaint will be investigated by the Principal/Director, unless the Superintendent chooses to investigate the complaint or designates another person to investigate it on his/her behalf. Any complaint about an employee who holds a supervisory position shall be investigated by a person who is not subject to that supervisor’s authority. Any complaint about the Superintendent should be submitted to the Chair of the Board and the Affirmative Action Officer, who should consult with legal counsel concerning the handling and investigation of the complaint.
 - 1. The person who is the subject of the complaint will be provided with an opportunity to be heard as part of the investigation.
 - 2. If the complaint is against an employee of the School District, any rights conferred under an applicable collective bargaining agreement shall be applied.

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3. Privacy rights of all parties to the complaint shall be maintained in accordance with applicable state and federal laws.
 4. The Principal/Director shall keep a written record of the investigation process.
 5. The Principal/Director may take interim remedial measures (consistent with any applicable collective bargaining agreement provisions) to reduce the risk of further harassment while the investigation is pending.
 6. The Principal/Director shall consult with the Superintendent concerning the investigation, conclusions, and any remedial and/or disciplinary actions.
 7. The investigation shall be completed within 21 calendar days of receiving the complaint, if practicable.
- F. If the Principal/Director determines that discrimination or harassment occurred, he/she shall, in consultation with the Superintendent:
1. Determine what remedial action is required, if any;
 2. Determine what disciplinary action should be taken against the person(s) who engaged in harassment, if any; and
 3. Inform the employee who made the complaint in writing of the results of the investigation and its resolution (in accordance with applicable state and federal privacy laws).
- E. If the employee who made the complaint is dissatisfied with the resolution, he/she may appeal to the Superintendent within 14 calendar days after receiving notice of resolution. The Superintendent shall review the investigation report and may conduct further investigation if deemed appropriate. The Superintendent's decision shall be final.

Any employee who believes he/she has been discriminated against or harassed is encouraged to utilize the School District's complain procedure. However, employees are hereby notified that they also have the right to report incidents of discrimination or harassment to the Maine Human Rights Commission, State House Station 51, Augusta, ME 04333 (telephone: 207-624-6050) and/or to the Federal Office for Civil Rights, Regional Director, U.S. Department of Education, 33 Arch Street, Suite 900, Boston, MA 02110-1491 (telephone: 617-289-0111; TDD 877-521-2172).

SIGNATURE BLOCK:

RSU 16 School Board

Mary Martin, Chair

DATE

Joe Parent, Vice Chair

DATE

Aaron Ouellette

DATE

Ed Rabasco, Jr.

DATE

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Julie Rioux

DATE

Laura Hemond

DATE

Lisa Dulac

DATE

Louis Goulet

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Melanie Harvey

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Mike Downing

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Norm Beuparlant

DATE

Norm Davis

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Scott Lessard

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Steve Holbrook

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Travis Ritchie

DATE