

Thomas County Schools

"Education With a Purpose"

P.O. Box 440

Thomasville, Georgia 31792

E.R. CONE
Superintendent

September, 1976

912-226-7102

MEMORANDUM

To: ALL EMPLOYEES OF THOMAS COUNTY SCHOOLS
From: E. R. Cone, Superintendent
Re: TITLE IX OF THE 1972 EDUCATION AMENDMENTS

As each of you is aware, TITLE IX prohibits discrimination on the basis of sex in federally assisted education programs. One provision of Title IX is the establishment or adaption of a procedure for resolving noncompliance grievances. The procedure for filing a grievance under Title IX by employees of the Thomas County Schools is essentially that given in the Handbook for Teachers (1975 or later edition), pages 5-6.

In the event that a formal complaint of grievance under Title IX is brought to the Thomas County Board of Education, the following steps should be followed.

(1) The employee should inform his/her Principal or School Title IX Coordinator, or Supervisor--whichever is appropriate--of his/her intentions to file a formal complaint.

(2) The employee should secure from the Principal, School Title IX Coordinator, or the System Title IX Coordinator four or more copies (as appropriate) of the adopted Grievance Form.

(3) The employee should complete the Grievance Form and forward one copy to each individual involved in the complaint, one copy to the Principal or Supervisor, and retain a copy. One copy must also be sent to the System Title IX Coordinator at the County Office (P. O. Box 440).

(4) No more than thirty days should pass from the time of the incident(s) cited before written notification is given.

(5) The Board of Education shall handle the matter in the normal manner that has been developed for treating all appeals. The Board of Education recommends that the appellant secure legal counsel to assist him/her in the appeal to the Board.

(6) If the employee feels that the above procedures have failed to correct his/her grievance and desires to appeal the matter further, he/she should seek legal counsel.

THANK YOU FOR YOUR ATTENTION AND COOPERATION IN THIS MATTER.

Board of Education

H.P. Chastain, Chairman • R.M. Highsmith • J.C. Stephenson • J.W. Thompson • R.B. Vonier • D.H. Gordon • M.N. Parramore