

**Administrative Regulation 4111.1**

**All Personnel**

**AFFIRMATIVE ACTION**

**Procedure for Handling Affirmative Action and Title IX (Prohibiting Sex Discrimination in Education) Grievances and Concerns**

The Analy Union High School District has established an Affirmative Action Policy.

Complaints and grievances filed because of discrimination based on race, color, religion, age or physical handicap shall be filed with the district Superintendent in writing. The nature of the specific complaint, dates, and personnel involved will be mentioned. The Superintendent will investigate the allegations and hold a hearing with the aggrieved person and concerned personnel. If the aggrieved person is not satisfied with the outcome of the hearing, they may request a subsequent hearing with the District Board of Trustees.

Complaints or grievances regarding discrimination based on sex will be referred to the Sec Discrimination Compliance Officer, the Superintendent. The procedure will be the same as listed in the previous paragraph. A grievance on sex discrimination may also be filed directly with the Director, Office of Civil Rights.

Approved: December 11, 1975  
Revised:  
Reviewed: 11/15/94

**WEST SONOMA COUNTY UHSD**  
Sebastopol, California