

The Bridgeport Public School system is committed to providing an environment that is free from gender discrimination and sexual harassment as regulated by Title VII and Title IX and to ensuring the accessibility of appropriate grievance procedures for addressing all complaints regarding gender discrimination and sexual harassment. The Bridgeport Public School system reserves the authority to independently deal with gender discrimination and sexual harassment whenever becoming aware of their existence, regardless of whether informal or formal complaints have been lodged by persons complaining of such issues.

Information and Assistance

Any individual who believes s/he may have experienced gender discrimination, including sexual harassment, or who believes that s/he has observed such actions taking place, may receive information and assistance regarding the School District's policies and responsive processes from any of the following:

1. Title IX Coordinator Frank G. Chester, 45 Lyon Terrace, Suite 310, Bridgeport, Connecticut, 06604, 203-275-1042, fchester@bridgeportedu.net
2. Title IX Officer David B. Oestreicher, 160 Iranistan Avenue, Bridgeport, Connecticut, 06604, 203-275-3961, doestreicher@bridgeportedu.net
3. 504 Officer Ca'Tisha Howard, 160 Iranistan Avenue, Bridgeport, Connecticut, 06604, 203-576-3961, choward@bridgeportedu.net
4. Human Resources 203-275-1042

Grievance Procedure

Any student, employee, parent or other individual within the school community who is the victim of gender discrimination or sexual harassment should promptly report the matter to the Title IX Officer in his/her school, a school counselor, principal, or other school administrator, the Title IX Coordinator, or the Director of Human Resources. The grievant will be requested to complete a complaint form. Problems and complaints of alleged sex discrimination, including sexual harassment, brought forth by students, employees, parents, other members of the community or application for employment will be resolved in a prompt and equitable manner.

The filing of the grievance will in no way affect the treatment of any employee or his or his job. The grievance procedures will be as follows:

1. The grievant shall submit his/her complaint in writing to the Title IX Coordinator/Officer or designee within (60) days of the occurrence of the alleged discrimination. A form for such purpose will be provided to the grievant.
2. At the time the grievance is filed, the grievant shall be given a copy of these grievance procedures. The grievant shall also be given a written statement of the alternative avenues of redress available through state and federal agencies. It is the responsibility of the Title IX Coordinator/Officer or designee to explain these procedures and answer any questions.
3. The Title IX Coordinator/Officer or designee shall investigate the grievance as soon as practicable, but in no case more than ten (10) working days from the time the grievance was received. The Title IX Coordinator/Officer or designee shall have the complete cooperation of all persons during the investigation.
4. The Title IX Coordinator/Officer or designee shall meet informally with the grievant and the individual(s) against whom the complaint was lodged, and shall provide confidential counseling or training where appropriate.
5. The Title IX Coordinator/Officer or designee shall seek an informal agreement between the parties which is consistent with the Title IX principles and goals.
6. If no agreement satisfactory to the parties can be reached within twenty (20) working days from receipt of the grievance, The Title IX Coordinator/Officer or designee shall make a report to the Title IX Advisory Committee within thirty (30) working days from receipt of the complaint.
7. The Title IX Advisory Committee shall review the case and make its recommendations to the Title IX Coordinator within fifteen (15) working days after receiving the grievance.
8. If the complainant is dissatisfied with the Advisory Committee's recommendation, s/he may appeal to the Superintendent of Schools within five (5) working days of his/her receipt of the Advisory Committee's recommendation. The Superintendent of Schools shall consider the case and make his/her recommendations within fifteen (15) days after receiving the grievance.
9. If the complainant is dissatisfied with the Superintendent of School's recommendation, s/he may appeal to the Board of Education within five (5) working days of his/her receipt of the Superintendent of School's recommendation. The Board of Education shall consider the case and make their recommendations within thirty (30) days of their receiving the grievance.
10. After resolution has been reached, the Title IX Coordinator shall periodically check to see that no retaliatory action has been taken by either party.
11. The Title IX Coordinator shall make provisions to maintain all records of grievances and their disposition, and shall examine these records at least annually to determine if there are any patterns in the nature of the grievances.