



The Northbridge Public Schools

Town of Northbridge

87 Linwood Avenue, Whitinsville, Massachusetts 01588 (508) 234-8156 FAX (508) 234-8469 www.nps.org

Susan M. Gorky, Superintendent of Schools
Nancy R. Spitulnik, Assistant Superintendent

Catherine A. Stanton, Director of Pupil Personnel Services
Melissa J. Walker, Business Manager

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Dear Northbridge Families and Staff:

We want to remind you our system has a policy of nondiscrimination that extends to students, staff, the general public, and individuals with whom it does business. No person shall be excluded from or discriminated against in admission to a public school of any town or in obtaining the advantages, privileges, and courses of study of such public school on account of race, gender, religion, national origin, color, homelessness, sexual orientation, age or disability.

If someone has a complaint or feels that they have been discriminated against, their complaint should be registered by contacting the Northbridge Public School's Compliance /Grievance Officer, Dr. Nancy Spitulnik at 508-234-8156 or nspitulnik@nps.org or in writing:

Dr. Nancy Spitulnik
Northbridge Public Schools
87 Linwood Avenue
Whitinsville, MA01588

Grievance Procedure

A person with a grievance concerning sex or handicap discrimination should submit the grievance in writing to the Northbridge Public School's Compliance /Grievance Officer and Title IX/Section 504 Coordinator. Within one week, the Compliance Officer will discuss the matter with the aggrieved person and render a decision. If the decision is in favor of the aggrieved person the Compliance Officer shall promptly take steps as may be necessary to put the decision into effect.

In the event that any decision of the Compliance Officer is not satisfactory to the aggrieved person, the person shall have the right to appeal to the Superintendent of Schools. Requests for such appeal shall be in writing to the Superintendent of Schools.

The Superintendent shall, within two weeks after being notified of such appeal, review the issues presented and render a written decision to the original decision. If the decision is in favor of the aggrieved person, the Superintendent shall promptly take steps as may be necessary to put the decision into effect. In the event that any decision of the Superintendent is not satisfactory to the aggrieved person, that person shall have the right to appeal to the Northbridge School Committee. Requests for such appeal shall be in writing to the Chairperson of the School Committee, Michael McGrath. The School Committee shall within four weeks decide the issue presented by the aggrieved person.

A very important part of our process is that if you are the individual to whom the incident is reported, you must immediately upon hearing of the harassment or discrimination notify Dr. Nancy Spitulnik, Compliance Officer.

We greatly appreciate your cooperation in this matter. If you have any questions or concerns, please contact us.

Sincerely,

Sue

Susan M. Gorky
Superintendent of Schools