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Owner:	Faculty Organization
Policy Area:	College of Nursing CNG
References:	
Applicability:	MVHS

Grievance and Appeals Policy Related to Discrimination, CNG-100.26

PURPOSE

The purpose of this policy is to provide students with prompt and equitable investigation and resolution of allegations of unlawful discrimination on the basis of race, color, gender, gender identity, creed, religion, age, disability, marital status, sexual orientation, veteran status, or national or ethnic origin. This procedure does not deprive a grievant of the right to file a formal complaint with enforcement agencies external to the College.

SCOPE

This process involves students, faculty and staff at the College of Nursing

REFERENCES

Le Moyne College. (nd). *Grievance procedures related to discrimination.*

ADA Compliance Guide. (Oct. 2015). *Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with*

Disabilities Act of 1990. 500, p. 26.

DEFINITIONS / ABBREVIATIONS

SECON: St. Elizabeth College of Nursing

SUNY Poly: State University of New York Polytechnic Institute

PROCEDURE / DIRECTIVE

1. Grievance and appeal process for allegations of discrimination

- A. The student is encouraged to resolve issues by informal discussion(s) with the parties involved.
- B. If the issue, complaint or grievance is not resolved by the informal discussion (1-A), the student may progress with a written complaint or grievance to the Dean of Student and Faculty Development and/or Disabilities Coordinator within thirty (30) days following the informal discussion.
- C. If the issue, complaint or grievance is not resolved by the Dean of Student and Faculty Development and/

or Disability Services Coordinator, the learner may submit a letter to the President of the College to request a meeting with the Grievance and Appeals Committee within thirty (30) days of the discussion with the Dean of Student and Faculty Development.

- D. The Grievance and Appeals Committee for allegations of discrimination shall consist of: the Dean of Student and Faculty Development and/or the Disability Services Coordinator as appropriate (if not an appeal related to accommodations for a disability), the Course Coordinators of the freshmen and senior courses, and the Director of Student Activities. Other faculty members as appropriate may be asked to attend the meeting.
- E. The student and committee members will be notified within five (5) business days of the date/time/location of the meeting with the Grievance and Appeals Committee once it is scheduled.
- F. If the student requests, a support person can accompany the student to the proceeding but the support person may not participate.
- G. The student will present their allegation of discrimination as well as a proposed remedy in front of the committee on the scheduled date.
- H. After the student presents their allegation, the Committee will meet separately from the student to discuss and make a recommendation to the Chair of the Grievance Committee.
- I. The Chair of the Grievance Committee will notify the student in writing of the Committee's decision within five (5) business days of the committee meeting.
- J. If the student does not agree with the committee's decision, the student has the right to submit their allegation to the President of the College who will review the student's allegation and proposed remedy as well as investigate the Committee's rationale for the decision.
- K. The President will notify the student of their decision within five (5) business days.
- L. The decision of the President is final.
- M. * Please note: Failure to appeal the issue, complaint or grievance within the proper time limits shall constitute a withdrawal of the allegation of discrimination.
- N. Prospective and current students are encouraged to contact college representatives to resolve any complaint or concern. If the issue is not resolved at that level, prospective and current students may refer the issue to any of the accrediting agencies of SECON:
 - 1. Accreditation Commission for Education in Nursing: 3343 Peachtree Road NE, Suite 850, Atlanta, GA. 30326 (404) 975-5000 <http://www.acenursing.us/>
 - 2. Middle States Commission on Higher Education: 3624 Market St., Philadelphia, PA. 19104-2680 (267) 284-5000 <http://www.msche.org/>
 - 3. The State Education Department, Office of the Professions: 89 Washington Ave., Albany, NY 12234-1000 (518) 474-3817 x280 www.op.nysed.gov

CONTENT EXPERT(S) / RESEARCHER(S) / CONTRIBUTOR(S):

This Document Replaces:

NSG-CNG-100.26

Attachments:

No Attachments

Approval Signatures

Step Description	Approver	Date
Owner	Faculty Organization	12/20/2018

Applicability

MVHS

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