

## EQUAL EDUCATIONAL OPPORTUNITY

The board will not discriminate in its educational activities on the basis age (except for students), gender, sexual orientation, gender identity, marital status, socioeconomic status, disability, race, national origin, color, religion, and creed.

The board requires all persons, agencies, vendors, contractors and other persons and organizations doing business with or performing services for the school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

The board is committed to the policy that no otherwise qualified person will be excluded from educational activities on the basis of age (except for students), gender, sexual orientation, gender identity, marital status, socioeconomic status, disability, race, national origin, color, religion, and creed.

. Further, the board affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm and harassment.

Legal Reference: 20 U.S.C. §§ 1221 *et seq.* (2004).  
20 U.S.C. §§ 1681 *et seq.* (2004).  
20 U.S.C. §§ 1701 *et seq.* (2004).  
29 U.S.C. § 794 (2004).  
42 U.S.C. §§ 12101 *et seq.* (2004).  
34 C.F.R. Pt. 100 (2004).  
34 C.F.R. Pt. 104 (2004).  
Iowa Code §§ 216.9; 256.11, 280.3 (2007).  
281 I.A.C. 12.

Cross Reference: 100 Educational Philosophy  
400.3 Equal Employment Opportunity  
500.1 Equal Educational Opportunities for Students  
500.8 Student Records Access

Adopted: 11/17/08  
Revised: 7/20/09  
Reviewed: 11/16/09  
Reviewed: 1/18/10

NOTICE OF NONDISCRIMINATION

Students, parents, employees and others doing business with or performing services for the Community School District are hereby notified that this school district does not discriminate on the basis of age (except for students), gender, sexual orientation, gender identity, marital status, socioeconomic status, disability, race, national origin, color, religion, and creed. in admission or access to, or treatment in, its programs and activities.

The school district does not discriminate on the basis of age (except for students), gender, sexual orientation, gender identity, marital status, socioeconomic status, disability, race, national origin, color, religion, and creed in admission or access to, or treatment in, its hiring and employment practices. Any person having inquiries concerning the school district's compliance with the regulations implementing Title VI, Title VII, Title IX, the Americans with Disabilities Act (ADA), § 504 or *Iowa Code* § 280.3 is directed to contact:

(Title) \_\_\_\_\_

(where located) \_\_\_\_\_

(telephone number) \_\_\_\_\_

who has been designated by the school district to coordinate the school district's efforts to comply with the regulations implementing Title VI, Title VII, Title IX, the ADA, § 504 and *Iowa Code* § 280.3 (2007).

GRIEVANCE FORM FOR COMPLAINTS OF DISCRIMINATION  
OR NON-COMPLIANCE WITH FEDERAL OR STATE REGULATIONS  
REQUIRING NON-DISCRIMINATION

I, \_\_\_\_\_, am filing this grievance because

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(Attach additional sheets if necessary)

Describe incident or occurrence as accurately as possible:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(Attach additional sheets if necessary)

Signature \_\_\_\_\_

Address \_\_\_\_\_

Phone Number \_\_\_\_\_

If student, name \_\_\_\_\_ Grade Level \_\_\_\_\_

Attendance center \_\_\_\_\_

GRIEVANCE DOCUMENTATION

Name of Individual Alleging Discrimination or Non-Compliance

Name \_\_\_\_\_

Grievance

Date \_\_\_\_\_

State the nature of the complaint and the remedy requested.

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Indicate Principal's or Supervisor's response or action to above complaint.

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Signature of Principal or Supervisor

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