

EQUAL EDUCATIONAL OPPORTUNITY

The board will not discriminate in its educational activities on the basis of: age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status.

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 any of the following actual or perceived traits or characteristics, including but not limited to age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status. 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.

Inquires, complaints, or grievances related to this policy may be directed as follows:

- Equity Coordinator (John Jorgensen)
1401 12th Avenue North, Clinton, Iowa, 52732, 563-243-9600
- Iowa Civil Rights Commission
Grimes State Office Building, 400 E. 14th St., Des Moines, Iowa, 50319-1044, 515-281-4121
- Director of the Region VII Office of Civil Rights, U.S. Department of Education
Citigroup Center, 500 W. Madison St., Suite 1475, Chicago, Ill., 60661-4544
- Iowa Department of Education
Grimes State Office Building, 400 E. 14th St., Des Moines, Iowa, 50319-1044, 515-281-5294

Legal Reference: 20 U.S.C. §§ 1221 *et seq.* (2012).
20 U.S.C. §§ 1681 *et seq.* (2012).
20 U.S.C. §§ 1701 *et seq.* (2012).
29 U.S.C. § 794 (2012).
42 U.S.C. §§ 12101 *et seq.* (2012).
34 C.F.R. Pt. 100 (2012).
34 C.F.R. Pt. 104 (2012).
Iowa Code §§ 216.9; 256.11, .11A; 280.3 (2013).
281 I.A.C. 12.

Cross Reference: 101 Educational Philosophy of the School District
401.2 Equal Employment Opportunity
500 Objectives for Equal Educational Opportunities for Students

Approved 1/15/2002

Reviewed 8/11/2014

Revised 5/21/2012