

## EQUAL EDUCATIONAL OPPORTUNITY

It is the policy of the Western Dubuque Community School District not to discriminate in its educational activities on the basis of: race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity, and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact the district's Equity Coordinator, 310 4<sup>th</sup> St. SW, Farley, IA 52046, 563-744-3885.

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

***NOTE: A school district may have a different coordinator for each law or consolidate the responsibilities under one employee. The Iowa Department of Education encourages districts to have no more than two (2) coordinators: one for employment and one for programs. If the district has more than one coordinator, publications of this policy and notifications must include the name, contact address, contact phone number and email address for each coordinator.***

***NOTE: The language utilized above is consistent with Iowa Department of Education guidance released in the School Leader Update on September 1, 2015. The classes listed are all mandatory.***

***NOTE: Some conduct that falls under a school's equal educational opportunity policy also may trigger responsibilities under the state's anti-bullying/anti-harassment laws. By limiting the response to a specific application of its equal educational opportunity policy and the accompanying grievance procedures, a school may fail to properly consider whether the alleged conduct also results in bullying and/or harassment.***

Legal Reference:       20 U.S.C. §§1221 et seq.).  
                              20 U.S.C. §§ 1681 et seq.  
                              20 U.S.C. §§ 1701 et seq.  
                              29 U.S.C. § 206 et seq.  
                              29 U.S.C. §§ 794  
                              42 U.S.C. §§ 2000d and 2000 e.  
                              42 U.S.C. §§ 12101 et seq.  
                              34 C.F.R. Pt. 100).  
                              34 C.F.R. Pt. 104  
                              Iowa Code §§ 216.6, 216.9; 256.11, 280.3).  
                              281 I.A.C. 12.

Cross Reference:  
101 Educational Philosophy of the School District  
401.1 Equal Employment Opportunity  
500 Objectives for Equal Educational Opportunities for Students  
506.1 Student Records

Approved:       October 19, 1998

Reviewed:

Revised:       January 11, 1999; April 14, 2003; August 11, 2008; June 1, 2009; February 10, 2014, December 14, 2015