

## CONTINUOUS NOTICE OF NONDISCRIMINATION

Pursuant to Title IX and other applicable state and federal laws it is the policy of the Western Dubuque County Community School District not to discriminate 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 activities and its employment practices, including applicants for employment.

The District has grievance procedures for processing and resolving discrimination complaints, including formal and informal Title IX sex discrimination and sexual harassment complaints, and will respond to complaints accordingly. Discrimination employment grievances that do not fall under Title IX should be directed to Rick Colpitts, Equity Coordinator, 310 4<sup>th</sup> Street SW, Farley, Iowa 52046, 563-744-3885 x 6004, [rick.colpitts@wdbqschools.org](mailto:rick.colpitts@wdbqschools.org). Grievances related to this policy for employment matters that fall under Title IX and grievances for any program/student matters should be directed to Vicky Coyle, Title IX and Equity Coordinator, 310 4<sup>th</sup> Street SW, Farley, IA 52046, 563-744-3885 x 6040, [vicky.coyle@wdbqschools.org](mailto:vicky.coyle@wdbqschools.org). If you have any questions related to this policy, please contact Vicky Coyle. Title IX inquiries may also be referred to the U.S. Department of Education, Attn: Assistant Secretary, Office for Civil Rights, 400 Maryland Avenue SW, Washington, DC 20202, 800-421-3481, [OCR@ed.gov](mailto:OCR@ed.gov)

Approved: December 14, 2015

Reviewed:

Revised: January 14, 2019; November 9, 2020