

## EQUAL EMPLOYMENT OPPORTUNITY

The Western Dubuque County Community School District will provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and affirmative action laws, directives and regulations of federal, state and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. The school district will take affirmative action in major job categories where women, men, minorities and persons with disabilities are underrepresented. Employees will support and comply with the district's established equal employment opportunity and affirmative action policies. Employees will be given notice of this policy annually.

The board will appoint an affirmative action coordinator. The affirmative action coordinator will have the responsibility for drafting the affirmative action plan. The affirmative action plan will be reviewed by the board at least every two years.

Individuals who file an application with the school district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Iowa Department of Education for the position for which they apply. In employing individuals, the board will consider the qualifications, credentials, and records of the applicants without regard to race, color, creed, sex, national origin, religion, age, sexual orientation, gender identity or disability. In keeping with the law, the board will consider the veteran status of applicants.

Prior to a final offer of employment the school district will perform the background checks required by law.. Based upon the results of the background checks, the school district will determine whether an offer will be extended. If the candidate is a teacher who has an initial license from the BOEE, then the requirement for a background check is waived. The district will perform repeat background checks on applicable employees as required by law.

Advertisements and notices for vacancies within the district will contain the following statement: "The Western Dubuque County Community School District is an equal employment opportunity/affirmative action employer." The statement will also appear on application forms.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, will be directed to the Affirmative Action Coordinator by writing to the Affirmative Action Coordinator, Western Dubuque County Community School District, Box 68, Farley, Iowa 52046; or by telephoning 563-663-9626.

## EQUAL EMPLOYMENT OPPORTUNITY

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Equal Employment Opportunity Commissions, Milwaukee Area Office, Reuss Federal Plaza, 310 West Wisconsin Ave., Suite 800, Milwaukee, WI, 53203-2292, (800) 669-4000 or TTY (800) 669-6820. <http://www.eeoc.gov/field/milwaukee/index.cfm> (<https://simbli.eboardsolutions.com/SU/r0Jeq0wk3oxLplusDIMelwgsIshw==o>) or the Iowa Civil Rights Commission, 400 E. 14<sup>th</sup> Street, Des Moines, Iowa, 50319-1004, (515) 281-4121 or 1-800-457-4416, <http://www.state.ia.us/government/crc/index.html> (<https://simbli.eboardsolutions.com/SU/QKVslshDGdh2AD8n2ND05QHQ==>). This inquiry or complaint to the federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Further information and copies of the procedures for filing a complaint are available in the school district's central administrative office and the administrative office in each attendance center.

Legal Reference: 29 U.S.C. §§ 621-634  
42 U.S.C. §§ 2000e *et seq.*  
42 U.S.C. §§ 12101 *et seq.*  
Iowa Code §§ 19B; 20; 35C; 73; 216; 279.8.  
281 I.A.C. 12.4; 95.

### Cross Reference:

102 Equal Educational Opportunity  
102.R1 Equal Educational Opportunity – Grievance Procedure  
102.E1 Equal Educational Opportunity – Annual Notice of Nondiscrimination  
102.E2 Equal Educational Opportunity – Continuous Notice of Nondiscrimination  
102.E3 Equal Educational Opportunity – Notice of Section 504 Student and Parental Rights  
102.E4 Equal Educational Opportunity – Discrimination Complaint Form  
102.E5 Equal Educational Opportunity – Witness Disclosure Form  
102.E6 Equal Educational Opportunity – Disposition of Complaint Form  
104 Anti-Bullying/Harassment  
104.R1 Anti-Bullying/Harassment – Investigation Procedures  
104.E1 Anti-Bullying/Harassment – Complaint Form  
104.E2 Anti-Bullying/Harassment – Witness Disclosure Form  
104.E3 Anti-Bullying/Harassment – Disposition of Complaint Form  
405.2 Licensed Employee Qualifications, Recruitment, Selection  
411.2 Classified Employee Qualifications, Recruitment, Selection

Approved: April 9, 1990

Reviewed: February 14, 1994; April 8, 1996; April 12, 2004; December 8, 2014

Revised: June 1, 2009; January 11, 2010; February 10, 2014; January 11, 2021; September 11, 2023; February 12, 2024