

EQUAL EDUCATIONAL OPPORTUNITY

The board will not discriminate in its educational activities based on any of the following actual or perceived traits or characteristics, including but not limited to race, color, national origin, creed, religion, sex, disability, sexual orientation, gender identity or marital 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 based on 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.

Note: The grievance procedure is mandatory. The classes listed are all mandatory. For more detailed discussion of this issue, see IASB's Policy Primer, Vol. 19 #10- June 8, 2007.

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
401.1 Equal Employment Opportunity
500 Objectives for Equal Educational Opportunities for Students
506.1 Student Records