

NONDISCRIMINATION

The Waterloo Community School District values our culturally diverse society and is committed to providing quality experiences, which develop an awareness and appreciation for the aspirations, issues, and achievements of all people.

The District shall establish and maintain an atmosphere in which all students and staff can develop attitudes and skills for effective and cooperative living based on respect for the individual.

The Waterloo School District shall promote nondiscrimination through fair and equitable employment, promotion and assignment of staff, utilization of multicultural, nonsexist instructional materials; and equal access for all students to academic and co-curricular programming.

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.

Inquiries regarding complaints of discrimination shall be directed to the Affirmative Action Coordinator by writing to Dr. Beverly Smith, Associate Superintendent for Human Resources/Equity, Waterloo Community School District, Education Service Center, 1516 Washington Street, Waterloo, IA 50702-1639, 433-1800. Complaints can also be directed to the Iowa Civil Rights Commission, 400 E. 14TH Street, Des Moines, IA 50319-0201, (515) 281-4121, or Director of the Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60606-7204.

Legal Ref.: 20 U.S.C. §§ 1221-1
 20 U.S.C. § 1405
 20 U.S.C. §§ 1681 et seq.
 20 U.S.C. §§ 1701 et seq.
 29 U.S.C. § 794
 42 U.S.C. § 2000d
 42 U.S.C. §§12101 et seq.
 34 C.F.R. Pt. 100
 Iowa Code §§ 216.9; 280.3
 Iowa Code §§ 280.28.12

Cross Ref.: 103.1 Anti-Bullying/Harassment Policy For Students And Adults
 104.0 Equal Education Opportunity

ADOPTED: 4/13/87
 2/12/90
 12/14/92
 2/22/99
 9/10/01
 12/11/06
 06/25/07
 1/10/11
 8/13/12

Reviewed: 10/92, 1/22/99, 10/13/00, 10/2/03, 11/9/06, 06/20/07, 12/2/10, 6/7/12, 9/1/16