

EQUAL EDUCATION OPPORTUNITY

It is the policy of the Waterloo Community School District to provide equal educational opportunities and not to discriminate on the basis of race, color, creed, sex, sexual orientation, gender identity, ethnic/national origin, religion, marital status, socio-economic status, or disability in its educational programs and activities. The Waterloo Community School District will affirmatively integrate students in attendance centers, programs, and classes.

It is also the policy of the Waterloo Community School District to provide programs, activities, curricula, and instructional resources which reflect the racial and cultural diversity of the United States and the variety of opportunities open to both men and women, including individuals with disabilities, in our society. One of the objectives of the Waterloo Community School District is to reduce stereotyping and to eliminate bias, prejudice, and discrimination. The curriculum, programs, and services shall foster respect and appreciation for cultural diversity and an awareness of the rights, duties and responsibilities of each individual as a member of a pluralistic society.

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 on the basis of race, color, creed, sex, sexual orientation, gender identity, ethnic/national origin, religion, marital status, socio-economic status, or disability. 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, complaints, or grievances related to this policy may be directed as follows:

- Affirmative Action Coordinator/Equity Officer (Beverly Smith)
or the Handicapped Compliance Officer (Larry Martin)
1516 Washington Street, Waterloo, IA, 50702, 433-1800
- Waterloo Human Rights Commission, 620 Mulberry Street, Waterloo, IA 50703
- Iowa Civil Rights Commission, Grimes State Office Building, 400 E. 14th Street,
Des Moines, IA 50319-1044 (515) 281-4121
- Director of the Region VII Office of Civil Rights, U.S. Department of Education
Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661-4544
- Iowa Department of Education
Grimes State Office Building, Des Moines, IA 50319 (515) 281-5294

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 Ref.: 20 U.S.C. §§ 1221 et seq. (2010).
20 U.S.C. §§ 1681 et seq. (2010).
20 U.S.C. §§ 1701 et seq. (2010).
29 U.S.C. § 794 (2010).

42 U.S.C. §§ 12101 et seq. (2010).
34 C.F.R. Pt. 100 (2010).
34 C.F.R. Pt. 104 (2010).
Iowa Code §§ 216.9; 256.11, 280.3 (2011).
281 I.A.C. 12.

Cross Ref.: 103.0 Nondiscrimination
103.1 Anti-Bullying/Harassment Policy for Students and Adults
501.21 Homeless Children and Youth

ADOPTED: 7/13/87
7/9/90
4/8/91
6/16/97
11/12/01
7/12/04
3/27/06
12/11/06
6/25/07
4/13/09

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