

## EQUAL EDUCATION OPPORTUNITY

It is the policy of the Waterloo 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 its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact Kingsley Botchway II, Chief Officer of Human Resources and Equity, 1516 Washington Street, Waterloo, IA 50702, 319-433-1800, [botchwayk@waterlooschools.org](mailto:botchwayk@waterlooschools.org).

It is also the policy of the Waterloo Community School District to provide programs, activities, curricula, and instructional resources which reflect the cultural diversity of the United States and the variety of opportunities open to all genders, 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 tax laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

Legal Ref.: 20 U.S.C. §§ 1221 et seq.  
 20 U.S.C. §§ 1681 et seq.  
 20 U.S.C. §§ 1701 et seq.  
 29 U.S.C. § 206 et seq.  
 29 U.S.C. § 794  
 42 U.S.C. § 2000d and 2000e.  
 42 U.S.C. §§ 12101 et seq.  
 34 C.F.R. Pt. 100  
 34 C.F.R. Pt. 104  
 Iowa Code §§ 216.6; 216.9; 256.11; 280.3.  
 281 IAC 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  
 11/12/18

Reviewed: 1/97, 10/4/01, 6/3/04, 2/9/06, 11/9/06, 6/20/07, 3/5/09, 4/4/13, 9/4/18