

## EQUAL EDUCATIONAL OPPORTUNITY

It is the goal of the Board to develop a healthy social, intellectual, emotional, and physical self-concept in the students enrolled in the school district. Each student attending school will have the opportunity to use its education program and services as a means for self-improvement and individual growth. In so doing, the students are expected to conduct themselves in a manner that assures each student the same educational 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, and socioeconomic status (for programs) in its educational programs and its employment practices. The belief in equal educational opportunity serves as a guide for the Board and employees in making decisions relating to school district facilities, employment, selection of educational materials, equipment, curriculum, and regulations affecting students. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact Gina Weekley, Director of People & Organizational Experience, 1516 Washington Street, Waterloo, IA 50702, (319)433-1873, [weekleyr@waterlooschools.org](mailto:weekleyr@waterlooschools.org).

Board policies, rules and regulations affect students while they are on school district property or on property within the jurisdiction of the school district; while on school owned and/or operated school or chartered vehicles; while attending or engaged in school activities; and while away from school grounds if misconduct will directly affect the good order, efficient management and welfare of the school district.

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.

Inquiries by students regarding compliance with equal educational opportunity laws and policies, including but not limited to complaints of discrimination, are directed to Gina Weekley, Director of People & Organizational Experience, 1516 Washington Street, Waterloo, Iowa 50702; or by telephoning (319)433-1873.

Inquiries by students regarding compliance with equal educational opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Director of the Region VII office of Civil Rights, U.S. Department of Education, John C. Kluczynski Federal Building, 230 S. Dearborn St., 37th Floor, Chicago, IL, 60604 (312) 730-1560, fax (312) 730-1576 [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov), the Iowa Civil Rights Commissioner, 6200 Park Avenue, Suite 100, Des Moines, IA 50321-1270, <https://icrc.iowa.gov>, (515) 281-4121 or the Iowa Dept. of Education, Grimes State Office Bldg., Des Moines, IA 50319. (515) 281-5294. This inquiry or complaint to the federal or state office may be done instead of, or in addition to, an inquiry or complaint at the local level.

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  
 10/28/24  
 4/28/25

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, 10/9/24, 4/3/25