

## ANNUAL NOTICE OF NONDISCRIMINATION

The Waterloo Community School District offers career and technical programs in the following service areas:

- Business Education
- Health Occupations Education
- Family and Consumer Sciences Education
- Industrial Education

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. 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.

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. § 794  
 42 U.S.C. §§ 12101 et seq.  
 34 C.F.R. Pt. 100  
 34 C.F.R.Pt.104  
 Iowa Code §§ 216.9; 256.11, .11A; 280.3  
 281 I.A.C. 12.

Cross Ref.: 103.1 Anti-Bullying/Harassment Policy For Students And Adults  
 503.3 Student Grievance Policy

ADOPTED: 4/13/87  
 2/12/90  
 12/14/92  
 2/22/99  
 9/10/01  
 12/11/06  
 6/25/07  
 1/10/11  
 8/13/12

Reviewed: 10/92, 1/22/99, 10/13/00, 10/2/03, 11/9/06, 6/20/07, 12/2/10, 6/2/11, 6/7/12, 9/1/16, 9/4/18