

NONDISCRIMINATION

It is the policy of the Waterloo Community School District not to illegally 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 the district Equity/Affirmative Action Officer, Kingsley Botchway II, Chief Officer of Human Resources/Equity, 1516 Washington Street, 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 (1994).
 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: 6/26/72
 2/11/74
 1/23/84
 7/9/90
 8/16/99
 9/10/01
 12/11/06
 6/25/07

Reviewed: 11/91, 6/22/99, 8/3/01, 10/7/04, 11/9/06, 6/20/07, 6/2/11, 2/4/16