

STUDENT NONDISCRIMINATION POLICY

The Board of Education of the Waterloo Community School District is committed to providing equal educational opportunities for all students. The District will work to insure both the physical and psychological safety and well-being of all students. No employee, while representing the District, shall engage in any act of discrimination against any student because of race, color, creed, sex, sexual orientation, gender identity, ethnic/national origin, religion, marital status, socio-economic status or disability.

The following definitions shall apply to this statement and the one covering employee violations of District policies.

1. "Act of discrimination" means any act participated in by an employee which directly or indirectly, in the mind of an ordinary, reasonable person causes humiliation, derogation, or disparagement to any individual or group of individuals on account of race, color, creed, sex, sexual orientation, gender identity, ethnic/national origin, religion, marital status, socio-economic status or disability.
2. "While representing the District" means at any time or place where the employee is within the scope of his/her employment for the District.

Any student who believes he or she has been discriminated against should file a complaint with the Waterloo Community School District's Equity and Affirmative Action Coordinator, Beverly Smith, or the Disability Compliance Officer, Larry Martin. Complaint forms can be obtained in the principal's office, the counseling office, and Equity and Affirmative Action office, 1516 Washington Street, Waterloo, 319-433-1800 or on line at www.waterloo.k12.ia.us/policies.

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: 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, 12/1/11, 2/4/16