

## EQUAL EDUCATIONAL OPPORTUNITY

The board will not discriminate in its educational activities on the basis of age, race, color, national origin, creed, socio-economic status, religion, sex, disability, sexual orientation, gender identity or marital status.

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 laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

The board is committed to the policy that no otherwise qualified person will be excluded from educational activities on the basis of race, color, national origin, creed, socio-economic status, religion, sex, marital status, sexual orientation, gender identity or disability. Further, the board affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm and harassment.

Legal Reference:      20 U.S.C. §§ 1221 *et seq.* (2006).  
                             20 U.S.C. §§ 1681 *et seq.* (2006).  
                             20 U.S.C. §§ 1701 *et seq.* (2006).  
                             29 U.S.C. § 794 (2006).  
                             42 U.S.C. §§ 12101 *et seq.* (2006).  
                             34 C.F.R. Pt. 100 (2006).  
                             34 C.F.R. Pt. 104 (2006).  
                             Iowa Code §§ 216.9; 256.11, 280.3 (2009).  
                             281 I.A.C. 12.

Cross Reference:      101      Educational Philosophy of the School District  
                             401.1    Equal Employment Opportunity  
                             500      Objectives for Equal Educational Opportunities for Students  
                             506.1    Student Records

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