

## EQUAL EDUCATIONAL OPPORTUNITY

The board will not discriminate in its educational activities on the basis of: race, color, national origin, 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, religion, sex, marital status, national origin, 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. (2004).  
20 U.S.C. §§ 1681 et seq. (2004).  
20 U.S.C. §§ 1701 et seq. (2004).  
29 U.S.C. § 794 (2004).  
42 U.S.C. §§ 12101 et seq. (2004).  
34 C.F.R. Pt. 100 (2004).  
34 C.F.R. Pt. 104 (2004).  
Iowa Code §§ 216.9; 256.11, .11A; 280.3 (2007).  
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

Approved: Dec. 16, 1996

Reviewed: July 20, 2007, Jan. 12, 2009

Revised: Aug. 13, 2007, Feb. 9, 2009