

EQUAL EDUCATIONAL OPPORTUNITY

The board will not discriminate on the basis of: race, color, national origin, religion, sex, disability, or marital status in its educational activities.

The board requires all persons, agencies, vendors, contractors and other persons and organizations doing business with or performing services for the district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance.

The board is committed to the policy that no otherwise qualified person will be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any school district program or activity on the basis of race, religion, sex, age, national origin, disability or marital status.

Further, the board affirms the right of all students and staff, regardless of race, color, religion, national origin, sex or disability to be treated with respect and to be protected from intimidation, discrimination, physical harm or harassment.

Harassment or discriminatory behavior that denies civil rights or access to equal educational opportunities includes comments, name-calling, physical conduct or other expressive behavior directed at an individual or group that intentionally demeans the race, color, religion, national origin, sex or disability of the individual or individuals or creates an intimidating, hostile or demeaning environment for education.

Legal Reference: 20 U.S.C. §§ 1221 *et seq.* (1988).
20 U.S.C. §§ 1681 *et seq.* (1988).
20 U.S.C. §§ 1701 *et seq.* (1988).
42 U.S.C. §§ 12101 *et seq.* (Supp. 1990).
34 C.F.R. Pt. 100 (1990).
Iowa Code §§ 216.9; 256.11, .11A; 280.3 (1.993).
281 I.A.C 12.

Cross Reference: 101 Educational Philosophy of the School District
401.2 Equal Employment opportunity
600 Goals and Objectives of the Education Program
705 Expenditures

Approved 9-13-93 Reviewed 7-15-02 Revised