

Exhibit-HTML 102-EH(2): Equal Educational Opportunity - Continuous Notice Status: ADOPTED of Nondiscrimination**Original Adopted Date:** 12/17/2021 **Last Reviewed Date:** 3/13/2023

It is the policy of the Highland Community School District not to 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 Bill Zywiec, 1715 Vine Avenue, Riverside, Iowa 52327, bzywiec@highlandhuskies.org, (319) 648-3822.

NOTE: A school district may have a different coordinator for each law or consolidate the responsibilities under one employee. The Iowa Department of Education encourages districts to have no more than two (2) coordinators: one for employment and one for programs. If the district has more than one coordinator, publications of this policy and notifications must include the name, contact address, contact phone number and email address for each coordinator.

I.C. Iowa Code

Iowa Code § 216.6

Iowa Code § 216.9

Iowa Code § 256.11

Iowa Code § 280.3

Description[Unfair Employment Practices](#)[Unfair/Discriminatory Practices](#)[DE - Educational Standards](#)[Education Program - Attendance Center Requirements](#)**I.A.C. Iowa Administrative Code**

281 I.A.C. 12

Description[General Accreditation Standards](#)**U.S.C. - United States Code**

20 U.S.C. §§ 1221

20 U.S.C. §§ 1681

20 U.S.C. §§ 1701

29 U.S.C. § 206

29 U.S.C. §§ 794

42 U.S.C. § 12101

42 U.S.C. § 2000d

42 U.S.C. § 2000e

Description[Education - FERPA - General Provisions](#)[Education - Sex](#)[Education - EEO](#)[Labor - Minimum Wage](#)[Labor - Vocation Rehab Rights](#)[Public Health - Equal Opportunity - Disabilities](#)[Public Health - Civil Rights - Federally Programs](#)[Public Health - EEO Civil Rights - Definitions](#)**C.F.R. - Code of Federal Regulations**

34 C.F.R. Pt. 100

34 C.F.R. Pt. 104

Description[Education - Nondiscrimination for Programs](#)[Education - Nondiscrimination on Basis of Handicap](#)

Cross References

Code	Description
101	Educational Philosophy of the School District
104	Anti-Bullying/Harassment Policy
104-R(1)	Anti-Bullying/Harassment Policy - Investigation Procedures
104-E(1)	Anti-Bullying/Harassment Policy - Complaint Form
104-E(2)	Anti-Bullying/Harassment Policy - Witness Disclosure Form
104-E(3)	Anti-Bullying/Harassment Policy - Disposition of Complaint Form
401.01	Equal Employment Opportunity
502.03	Student Expression and Student Publications Code
502.03-R(1)	Student Expression and Student Publications Code - Regulation
506.01	Education Records Access
506.01-R(1)	Education Records Access - Regulation
506.01-E(1)	Education Records Access - Request of Nonparent for Examination or Copies of Education Records
506.01-E(2)	Education Records Access - Authorization for Release of Education Records
506.01-E(3)	Education Records Access - Request for Hearing on Correction of Education Records
506.01-E(4)	Education Records Access - Request for Examination of Education Records
506.01-E(5)	Education Records Access - Notification of Transfer of Education Records
506.01-E(6)	Education Records Access - Letter to Parent Regarding Receipt of a Subpoena
506.01-E(7)	Education Records Access - Juvenile Justice Agency Information Sharing Agreement
506.01-E(8)	Education Records Access - Annual Notice
603.01	Basic Instruction Program
603.04	Multicultural/Gender Fair Education
802.05	Buildings & Sites Adaptation for Persons with Disabilities