

**Exhibit-HTML 102-EH(1): Equal Educational Opportunity - Annual Notice of Nondiscrimination** **Status:** ADOPTED**Original Adopted Date:** 12/17/2021 **Last Reviewed Date:** 3/13/2023

The Highland Community School District offers career and technical programs in the following areas of study:

Agriculture, Construction Trades, Health Sciences, Information Solutions

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](mailto: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**

101

104

104-R(1)

104-E(1)

104-E(2)

104-E(3)

401.01

502.03

502.03-R(1)

506.01

506.01-R(1)

506.01-E(1)

506.01-E(2)

506.01-E(3)

506.01-E(4)

506.01-E(5)

506.01-E(6)

506.01-E(7)

506.01-E(8)

603.01

603.04

802.05

**Description**[Educational Philosophy of the School District](#)[Anti-Bullying/Harassment Policy](#)[Anti-Bullying/Harassment Policy - Investigation Procedures](#)[Anti-Bullying/Harassment Policy - Complaint Form](#)[Anti-Bullying/Harassment Policy - Witness Disclosure Form](#)[Anti-Bullying/Harassment Policy - Disposition of Complaint Form](#)[Equal Employment Opportunity](#)[Student Expression and Student Publications Code](#)[Student Expression and Student Publications Code - Regulation](#)[Education Records Access](#)[Education Records Access - Regulation](#)[Education Records Access - Request of Nonparent for Examination or Copies of Education Records](#)[Education Records Access - Authorization for Release of Education Records](#)[Education Records Access - Request for Hearing on Correction of Education Records](#)[Education Records Access - Request for Examination of Education Records](#)[Education Records Access - Notification of Transfer of Education Records](#)[Education Records Access - Letter to Parent Regarding Receipt of a Subpoena](#)[Education Records Access - Juvenile Justice Agency Information Sharing Agreement](#)[Education Records Access - Annual Notice](#)[Basic Instruction Program](#)[Multicultural/Gender Fair Education](#)[Buildings & Sites Adaptation for Persons with Disabilities](#)

