

Policy 102: Equal Educational Opportunity**Status:** ADOPTED**Original Adopted Date:** 07/13/1991 **Last Reviewed Date:** 3/13/23

It is the goal of the board to develop a healthy social, intellectual, emotional, and physical self-concept in the students enrolled in the school district. Each student attending school will have the opportunity to use its education program and services as a means for self-improvement and individual growth. In so doing, the students are expected to conduct themselves in a manner that assures each student the same educational opportunity.

The Highland Community School District does 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. The belief in equal educational opportunity serves as a guide for the board and employees in making decisions relating to school district facilities, employment, selection of educational materials, equipment, curriculum, and regulations affecting students. 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.

Board policies, rules and regulations affect students while they are on school district property or on property within the jurisdiction of the school district; while on school owned and/or operated school or chartered vehicles; while attending or engaged in school activities; and while away from school grounds if misconduct will directly affect the good order, efficient management and welfare of the school district.

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.

Inquiries by students regarding compliance with equal educational opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, are directed to the Affirmative Action Coordinator by writing to the Affirmative Action Coordinator, Highland Community School District, Riverside, Iowa 52327; or by telephoning (319) 648-3822.

Inquiries by students regarding compliance with equal educational opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Director of the Region VII office of Civil Rights, U.S. Department of Education, John C. Kluczynski Federal Building, 230 S. Dearborn St., 37th Floor, Chicago, IL, 60604 (312) 730-1560, fax (312) 730-1576 OCR.Chicago@ed.gov, the Iowa Civil Rights Commissioner, <https://icrc.iowa.gov>, (515) 281-4121 or the Iowa Dept. of Education, Grimes State Office Bldg., Des Moines, IA 50319. (515) 281-5294. This inquiry or complaint to the federal or state office may be done instead of, or in addition to, an inquiry or complaint at the local level.

This is a mandatory policy.

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.

NOTE: The language utilized above is consistent with Iowa Department of Education guidance released in the School Leader Update on September 1, 2015. The classes listed are all mandatory.

NOTE: Some conduct that falls under a school's equal educational opportunity policy also may trigger responsibilities under the state's anti-bullying/anti-harassment laws. By limiting the response to a specific application of its equal educational opportunity policy and the accompanying grievance procedures, a school may fail to properly consider whether the alleged conduct also results in bullying and/or harassment.

Legal Reference: 20 U.S.C. §§ 1221 et seq.
20 U.S.C. §§ 1681 et seq.
20 U.S.C. §§ 1701 et seq.
29 U.S.C. § 206 et seq.
29 U.S.C. § 794
42 U.S.C. §§ 2000d and 2000e.
42 U.S.C. §§ 12101 et seq.
34 C.F.R. Pt. 100.
34 C.F.R. Pt. 104.
Iowa Code §§ 216.6; 216.9; 256.11; 280.3.
281 I.A.C. 12.

I.C. Iowa Code

Iowa Code § 216.6

Description

[Unfair Employment Practices](#)

Iowa Code § 216.9

[Unfair/Discriminatory Practices](#)

Iowa Code § 256.11

[DE - Educational Standards](#)

Iowa Code § 280.3

[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

Description

[Education - FERPA - General Provisions](#)

20 U.S.C. §§ 1681

[Education - Sex](#)

20 U.S.C. §§ 1701

[Education - EEO](#)

29 U.S.C. § 206

[Labor - Minimum Wage](#)

29 U.S.C. §§ 794

[Labor - Vocation Rehab Rights](#)

42 U.S.C. § 12101

[Public Health - Equal Opportunity - Disabilities](#)

42 U.S.C. § 2000d

[Public Health - Civil Rights - Federally Programs](#)

42 U.S.C. § 2000e

[Public Health - EEO Civil Rights - Definitions](#)

C.F.R. - Code of Federal Regulations

Description

34 C.F.R. Pt. 100

[Education - Nondiscrimination for Programs](#)

34 C.F.R. Pt. 104

[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	<u>Basic Instruction Program</u>
603.04	<u>Multicultural/Gender Fair Education</u>
802.05	<u>Buildings & Sites Adaptation for Persons with Disabilities</u>