

Code No. 401.1 EQUAL EMPLOYMENT OPPORTUNITY

The Keota Community School District will provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and affirmative action laws, directives and regulations of federal, state and local governing bodies.

Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. The school district will take affirmative action in major job categories where women, men, minorities and persons with disabilities are underrepresented. Employees will support and comply with the district's established equal employment opportunity and affirmative action policies. Employees will be given notice of this policy annually.

The board will appoint an affirmative action coordinator. The affirmative action coordinator will have the responsibility for drafting the affirmative action plan. The affirmative action plan will be reviewed by the board at least every two years.

Individuals who file an application with the school district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Iowa Department of Education for the position for which they apply. In employing individuals, the board will consider the qualifications, credentials, and records of the applicants without regard to race, color, creed, gender, national origin, religion, age, disability, sexual orientation, or gender identity. In keeping with the law, the board shall consider the veteran status of applicants.

Prior to a final offer of employment for any position (involving contact with students) the school district will perform criminal, child abuse

and sexual abuse background checks. The district may determine on a case-by-case basis that, based on the duties, some positions within the district will require more thorough background checks. Based upon the results of the background checks, the school district will determine whether an offer will be extended. If the candidate is a teacher who has received an initial license from the BOEE since October 2000, then the requirement for a background check is waived.

Advertisements and notices for vacancies within the district will contain the following statement: "The Keota Community School District is an EEO/AA employer." The statement will also appear on application forms.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, will be directed in writing to the Affirmative Action Coordinator, Keota Community School District, Keota Iowa 52248, or by telephoning 641-636-2189.

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Inquiries by employees or applicants for employment regarding compliance with equal employment 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, 310 W. Wisconsin Ave., Ste. 800, Milwaukee, Wisconsin, 53203-2292, (414) 291-1111 or the Iowa Civil Rights Commission, 211 E. Maple, Des Moines, Iowa, 50309, (515) 281-4121. This inquiry or complaint to the federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Further information and copies of the procedures for filing a complaint are available in the school district's central administrative office and the administrative office in each attendance center.

Legal Reference: 29 U.S.C. §§ 621-634 (2010).
42 U.S.C. §§ 2000e et seq.
(2010).

(2010).

42 U.S.C. §§ 12101 et seq.

Iowa Code §§ 19B; 20; 35C;73; 216; 279.8 (2011).
281 I.A.C. 12.4; 14.1; 95.

Cross Reference: 102 Equal Educational
Opportunity
 104 Bullying/Harassment
 405.2 Licensed Employee
Qualifications, Recruitment, Selection
 411.2 Classified
EmployeeQualifications, Recruitment, Selection

Approved:

12/10/09Reviewed:

12-04-19

Revised: 12-12-19