

EQUAL EDUCATIONAL OPPORTUNITY

The Board will not discriminate in its educational activities on the basis of race, color, national origin, religion, sex, sexual orientation, gender identity, disability or marital status.

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 and equal opportunity.

The Board is committed to the policy that no otherwise qualified person will be excluded from educational activities on the basis of race, color, religion, sex, sexual orientation, gender identity, marital status, national origin or disability. Further, the Board affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm and harassment.

Harassment, bullying, 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, sex, sexual orientation, gender identity, national origin or disability of the individual or individuals or creates an intimidating, hostile or demeaning environment for education.

20 U.S.C. Ch. 39, 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. § 794, 42 U.S.C. §§ 12101 *et seq.*, 34 C.F.R. Pt. 100., 34 C.F.R. Pt. 104, Iowa Code §§ 216.9; 256.11, 280.3, 279.8 281 I.A.C. 12.

APPROVED: 2/13/12