

EQUAL EDUCATIONAL OPPORTUNITY POLICY AND  
MULTICULTURAL AND GENDER APPROACHES TO THE EDUCATIONAL PROGRAM

The District and the Board will not discriminate in its educational programs and/or activities on the basis of race, color, national origin, gender, sexual orientation, gender identity, socioeconomic status, disability, religion, creed, age (except for permitting/prohibiting students to engage in certain activities), marital status, or genetic information. Further, the District and the Board affirm the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm and harassment.

The District and the Board shall encourage and engage in multicultural approaches to the educational program, which shall include approaches which foster knowledge of, and respect and appreciation for, the historical and contemporary contributions of diverse cultural groups, including race, color, national origin, gender, disability, religion, creed, and socioeconomic background; and which shall include the contributions and perspectives of Asian Americans, African Americans, Hispanic Americans, American Indians, European Americans, and persons with disabilities.

The District and the Board shall encourage and engage in gender fair approaches to the educational program, which shall include approaches which foster knowledge of, and respect and appreciation for, the historical and contemporary contributions of women and men to society; shall reflect the wide variety of roles open to both women and men; and shall provide equal opportunity to both sexes.

The District and the Board will require 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.

Inquiries or grievances related to this policy may be directed to Manuel Atwood, Guidance Counselor, 1201 NE Poplar St, Leon, IA 50144, to the Director of the Iowa Civil Rights Commission, 400 East 14<sup>th</sup> Street, Des Moines, IA 50319-1004, 1-800-457-4416; to the Office for Civil Rights Chicago Office, United States Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661-4544, (312) 730-1560; or to the Equal Employment Opportunity Commission Chicago Office, 500 W. Madison Street, Suite 2000, Chicago, IL 60661, 1-800-669-4000. Inquiries may also be directed to the Director, Iowa Department of Education, Grimes State Office Building, 400 E 14<sup>th</sup> Street, Des Moines, IA 50319-0146.

NOTICE OF NON-DISCRIMINATION

Students, parents, employees and others doing business with or performing services for the District are hereby notified that this District does not discriminate on the basis of age (except for permitting/prohibiting students to engage in certain activities), gender, sexual orientation, gender identity, marital status, socioeconomic status, genetic information, disability, race, national origin, color, religion, and creed in admission or access to, or treatment in, its programs and activities.

The school district does not discriminate on the basis of age (except for permitting/prohibiting students to engage in certain activities), gender, sexual orientation, gender identity, marital status, socioeconomic status, genetic information, disability, race, national origin, color, religion, and creed in admission or access to, or treatment in, its hiring and employment practices. Any person having inquiries concerning the District's compliance with federal and/or state non-discrimination law is directed to contact:

Title Manuel Atwood, Guidance Counselor

Located 1201 NE Poplar St, Leon, IA 50144

Telephone number 641-446-4816

This individual has been designated by the District to coordinate the District's efforts to comply with federal and/or state non-discrimination laws.

ANNUAL NOTICE OF NON-DISCRIMINATION

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

- Agricultural, Food, and Natural Resources
- Arts, Communications, and Information Systems
- Applied sciences, technology, engineering, and manufacturing, including transportation, distribution, logistics, architecture, and construction.
- Health Sciences
- Human Services, including law, public safety, corrections, security, government, public administration, and education and training.
- Business, Finance, Marketing and Management.

The Board and the District will not discriminate in educational programs on the basis of: race, creed, color, sex, sexual orientation, gender identity, national origin, religion, disability, socioeconomic status or marital status.

The Board and the District will not discriminate in employment opportunities on the basis of age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, or disability.

There is a grievance procedure for processing complaints of discrimination. Any person having inquiries concerning the District's compliance with federal and/or state non-discrimination law is directed to contact:

Title Manuel Atwood, Guidance Counselor

Located 1201 NE Poplar St, Leon, IA 50144

Telephone number 641-446-4816

This individual has been designated by the District to coordinate the District's efforts to comply with federal and/or state non-discrimination laws.

CONTINUOUS NOTICE OF NON-DISCRIMINATION

The Board and the District will not discriminate in educational programs on the basis of: race, creed, color, sex, sexual orientation, gender identity, national origin, religion, disability, socioeconomic status or marital status.

The Board and the District will not discriminate in employment opportunities on the basis of age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, disability or genetic information.

There is a grievance procedure for processing complaints of discrimination. Any person having inquiries concerning the District's compliance with federal and/or state non-discrimination law is directed to contact:

Title Manuel Atwood, Guidance Counselor

Located 1201 NE Poplar St, Leon, IA 50144

Telephone number 641-446-4816

This individual has been designated by the District to coordinate the District's efforts to comply with federal and/or state non-discrimination laws.

GRIEVANCE FORM FOR COMPLAINTS OF DISCRIMINATION OR NON-COMPLIANCE WITH FEDERAL OR STATE REGULATIONS REQUIRING NON-DISCRIMINATION

I, \_\_\_\_\_, am filing this grievance because

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(Attach additional sheets if necessary)

Describe incident or occurrence as accurately as possible:

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(Attach additional sheets if necessary)

Signature \_\_\_\_\_

Address \_\_\_\_\_

Phone Number \_\_\_\_\_

If student, name \_\_\_\_\_ Grade Level \_\_\_\_\_

Attendance center \_\_\_\_\_

Name of Individual Alleging Discrimination or Non-Compliance

Name \_\_\_\_\_

Grievance  
Date \_\_\_\_\_

State the nature of the complaint and the remedy requested.

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Indicate Principal's or Supervisor's response or action to above complaint.

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Signature of Principal or  
Supervisor

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GRIEVANCE DOCUMENTATION

Name of Individual Alleging Discrimination or Non-Compliance:

Name \_\_\_\_\_

Signature \_\_\_\_\_

Date of Grievance \_\_\_\_\_

State the nature of the complaint and the remedy requested.

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Indicate Principal's or Supervisor's response or action to above complaint.

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Signature of Principal or Supervisor \_\_\_\_\_