

102 Equal Employment Opportunity and Non-Discrimination Policy and Equal Educational Policy

The District and the Board will not discriminate in its employment practices on the basis of race, sex, color, national origin, gender, disability, age, religion, creed, sexual orientation, gender identity or in accordance with all state and federal laws, rules and regulations.

The District and the Board will not discriminate in its educational programs and/or activities on the basis of race, sex, color, national origin, gender, sexual orientation, gender identity, marital status, socioeconomic status, disability, religion, creed or in accordance with all state and federal laws, rules and regulations.

This nondiscrimination policy extends to educational programs, student activities and athletics, student behaviors, District staff members, the public, District employment practices, and all aspects under the jurisdiction of the Spirit Lake Community School District.

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 Board prohibits harassment, bullying, hazing, or any other victimization, of students, based on any of the following actual or perceived traits or characteristics, including but not limited to, age, actual or perceived; color; creed; national origin; race; religion; marital status; sex; sexual orientation; gender identity; physical attributes; physical or mental ability or disability; ancestry; political party preference; political belief; socioeconomic status; or familial status. The Board prohibits harassment against employees based upon race, color, national origin, gender, disability, age, religion, creed, sexual orientation or gender identity.

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 the District Director of Business and Finance at the District Administrative Office, Jane Loveall 2701 Hill Avenue, Spirit Lake, IA 51360, 712-336-2820, jloveall@spiritlakecsd.org; to the Director of the Iowa Civil Rights Commission, 400 East 14th 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 14th Street, Des Moines, IA 50319-0146.

Approved 11/14/2008

Reviewed 11/12/18

Revised 1/9/2013; 8/8/2016; 8/12/19

102.E1 Annual Notice of Non-Discrimination

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

- Agricultural, Food, and Natural Resources
- Applied sciences, technology, engineering, and manufacturing, including transportation, distribution, logistics, architecture, and construction.
- 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:

Name	Jane Loveall
Title	Co-Director of Business and Finance
Location	District Office
Telephone Number	712-336-2820 Ext 3010
Emai	jloveall@spiritlakecsd.org

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

Approved

Reviewed 11/12/18

Revised
1/9/2013; 8/8/2016; 8/12/19

102.E2 Continuous 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 race, sex, color, national origin, gender, disability, age, religion, creed, sexual orientation, or gender identity in admission or access to, or treatment in, its hiring and employment practices.

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 race, sex, color, national origin, gender, sexual orientation, gender identity, marital status, socioeconomic status, disability, religion, or creed in admission or access to, or treatment in, its programs and activities.

Any person having inquiries concerning the District's compliance with federal and/or state non- discrimination law is directed to contact:

Name	<u>Jane Loveall</u>
Title	<u>Director of Business and Finance</u>
Location	<u>District Office</u>
Telephone Number	<u>712-336-2820 Ext 3010</u>
Email	jloveall@spiritlakecsd.org

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

Approved

Reviewed 11/12/18

Revised
1/9/2013; 8/8/2016; 8/12/19