

EDUCATIONAL PHILOSOPHY

Policy – Equal Educational Opportunity

Code No. 103

The Board will not discriminate in its educational activities on the basis of age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, or disability in any program or activity.

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 age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, or disability in any program or activity. 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 age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, or disability in any program or activity of the individual or individuals or creates an intimidating, hostile or demeaning environment for education.

Legal Reference: 20 U.S.C. §§ 1221 *et seq.* (1994).
 20 U.S.C. §§ 1681 *et seq.* (1994).
 20 U.S.C. §§ 1701 *et seq.* (1994).
 29 U.S.C. § 794 (1994).
 42 U.S.C. §§ 12101 *et seq.* (1994).
 34 C.F.R. Pt. 100 (1999).
 34 C.F.R. Pt. 104 (1999).
 Iowa Code §§ 216.9; 256.11, .11A; 280.3 (1999).
 281 I.A.C. 12.

Cross Reference:
 101 Educational Philosophy of the District
 410.1 Equal Employment Opportunity
 500 Objectives for Equal Educational Opportunities for
 Students
 505.1 Student Records and Access

Approved: 01/28/02

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