

Title: Nondiscrimination - Multicultural and Nonsexist Equity Education and Employment Opportunity

The Council Bluffs Community School District shall not illegally discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices as required under all applicable Federal or Iowa statutes and regulations and/or policies and rules of this District. This policy applies to staff, students, parents/guardians, patrons, visitors, volunteers and all persons who have business or other interaction with the District.

The Board of Directors shall encourage and provide such educational programs, activities and employment practices and policies that promote a genuine understanding and mutual respect for people of diverse backgrounds and cultures, and provide for multicultural and gender fair approaches to the educational program. Affirmative action measures will be taken to correct deficiencies where such remedies are appropriate.

The Board shall annually appoint a male and female compliance officer and/or alternate who will be vested with the authority and responsibility for coordinating the District's efforts to comply with applicable nondiscrimination laws and regulations, and processing all related complaints in accordance with the procedures identified in Regulation 102.1. In the event the compliance officer becomes a party to a complaint, the alternate compliance officer shall assume this responsibility. The name/title, address and phone number of the compliance officers are set forth in Regulation 102.1.

No retaliation of any kind shall be permitted against an individual who makes a good faith complaint or who otherwise participates in the complaint process under this policy.

This policy will be distributed to applicants for employment and disseminated annually to employees, students and parents/guardians as required by law.

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Cross References:

102.1, 102.2, 402, 405.1, 406, 503, 503.1
Directive-IA Dept of Education Equity
Visit, 10/2014
EEO Non-Discrimination Language
Documentation Chart

Legal References:

Iowa Code Chapters 19B.11, 216, 280.3;
281 Iowa Admin. Code Ch. 12.95, 42 U.S.C.
794, 34 C.F.R. pt. 104, 42 U.S.C. § 12101 et
seq, 29 C.F.R. pt. 1630, 28 C.F.R. pt.35, 29
U.S.C. § 621 et seq., 29 C.F.R. pt. 1625, 42
U.S.C. § 6101 et seq., 34 C.F.R. pt. 110, 42
U.S.C § 2000e et.seq, 29 C.F.R. pt. 1601, 42
U.S.C § 2000ff et. seq, 29 C.F.R. pt. 1635

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Reviewed: March 21, 1995

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February 23, 2010

October 14, 2014

June 23, 2015