

## EQUAL EDUCATIONAL OPPORTUNITY

It is the goal of the board to develop a healthy social, intellectual, emotional, and physical self-concept in the students enrolled in the school district. Each student attending school will have the opportunity to use its education program and services as a means for self-improvement and individual growth. In so doing, the students are expected to conduct themselves in a manner that assures each student the same educational opportunity.

The Hudson Community School District does not discriminate in its educational programs, activities and employment practices on the basis of race, color, national origin, sex, disability, religion, creed, sexual orientation, age (for employment), actual or potential parental, family, or marital status (for programs), . The belief in equal educational opportunity serves as a guide for the board and employees in making decisions relating to school district facilities, employment, selection of educational materials, equipment, curriculum, and regulations affecting students. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy or for information about the district's grievance procedures, please contact Jeff Bell, Equity Coordinator, 136 S. Washington Street, 319.988.323, [jeffbell@hudschools.org](mailto:jeffbell@hudschools.org).

Board policies, rules and regulations affect students while they are on school district property or on property within the jurisdiction of the school district; while on school owned and/or operated school or chartered vehicles; while attending or engaged in school activities; and while away from school grounds if misconduct will directly affect the good order, efficient management and welfare of the school district.

The board requires all persons, agencies, vendors, contractors and other persons and organizations doing business with or performing services for the school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

Inquiries by students regarding compliance with equal educational opportunity and laws and policies, including but not limited to complaints of discrimination, are directed to the Affirmative Action Coordinator by writing to the Affirmative Action Coordinator, Jeff Bell, Hudson Community School District, Hudson, Iowa 50643; or by telephoning 319.988.3233.

Inquiries by students regarding compliance with equal educational opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Director of the Office of Civil Rights, U.S. Department of Education, Cesar E. Chaves Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582, (303)844-5695 FAX (303)844-4303, TDD: (800)877-8339, Email [OCR.DENver@ed.gov](mailto:OCR.DENver@ed.gov), the Iowa Civil Rights Commissioner, 6200 Park Avenue, Suite 100 Des Moines, IA 50321-1270 <https://icrc.iowa.gov>, (515) 281-4121 or the Iowa Dept. of Education, Grimes State Office Bldg., Des Moines, IA 50319. (515) 281-5294. This inquiry or complaint to the federal or state office may be done instead of, or in addition to, an inquiry or complaint at the local level.

***This is a mandatory policy.***

***NOTE: A school district may have a different coordinator for each law or consolidate the responsibilities under one employee. The Iowa Department of Education encourages districts to have no more than two (2) coordinators: one for employment and one for programs. If the district has more***

*than one coordinator, publications of this policy and notifications must include the name, contact address, contact phone number and email address for each coordinator.*

***NOTE: The language utilized above is consistent with Iowa Department of Education guidance released in the School Leader Update on September 1, 2015. The classes listed are all mandatory.***

***NOTE: Some conduct that falls under a school's equal educational opportunity policy also may trigger responsibilities under the state's anti-bullying/anti-harassment laws. By limiting the response to a specific application of its equal educational opportunity policy and the accompanying grievance procedures, a school may fail to properly consider whether the alleged conduct also results in bullying and/or harassment.***

Legal Reference:       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. § 206 *et seq.*  
                              29 U.S.C. § 794  
                              42 U.S.C. §§ 2000d and 2000e.  
                              42 U.S.C. §§ 12101 *et seq.*  
                              22 C.F.R. Pt. 229  
                              34 C.F.R. Pt. 100.  
                              34 C.F.R. Pt. 104.  
                              34 C.F.R. Pt. 106.  
                              Iowa Code §§ 216.6; 216.9; 256.11; 280.3.  
                              281 I.A.C. 12.

Cross Reference:       101     Educational Philosophy of the School District  
                              401.1   Equal Employment Opportunity  
                              500     Objectives for Equal Educational Opportunities for Students  
                              506.1   Student Records

Approved 5/15/1989

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