

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 Community School District does not to 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. 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 please contact:

Dr. Lisa Hartman, Equity Coordinator
Lewis Central Community School District
4121 Harry Langdon Blvd,
Council Bluffs, Iowa 51503
712-366-8202
lisa.hartman@lewiscentral.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 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 affirmative action laws and policies, including but not limited to complaints of discrimination, are directed to the Affirmative Action Coordinator by writing to:

Mrs. Laurie Thies
Affirmative Action Coordinator
Lewis Central Community School District
4121 Harry Langdon Blvd,
Council Bluffs, Iowa 51503
712-366-8202
lthies@lewiscentral.org.

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 Region VII office of Civil Rights, U.S. Department of Education, John C. Kluczynski Federal Building, 230 S. Dearborn St., 37th Floor, Chicago, IL, 60604 (312) 730-1560, fax (312) 730-1576 OCR.Chicago@ed.gov, the Iowa Civil Rights Commissioner, <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.

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/or harassment.

Legal References: 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.
34 C.F.R. Pt. 100
34 C.F.R. Pt. 104.
Iowa Code §§ 216.9; 256.11, 11A; 280.3; 281 I.A.C. 12.

Cross Reference: 101 Educational Philosophy of the School District
104 Anti-Bullying/Harassment Policy
104-R(1) Anti-Bullying/Harassment Policy - Investigation Procedures
104-E(1) Anti-Bullying/Harassment Policy - Complaint Form
104-E(2) Anti-Bullying/Harassment Policy - Witness Disclosure Form
104-E(3) Anti-Bullying/Harassment Policy - Disposition of Complaint Form
401.01 Equal Employment Opportunity
502.03 Student Expression and Student Publications Code
502.03-R(1) Student Expression and Student Publications Code - Regulation
506.01 Education Records Access
506.01-R(1) Education Records Access - Regulation

Adopted: 11/22/1993
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