

EQUAL EDUCATIONAL OPPORTUNITY

It is the policy of the Treynor Community School District 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. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact the following principals who serve as our equity coordinators.

- Jill Kay, Elementary Principal, #2 Elementary Drive, 712-487-3422, jkay@treynorcardinals.org
- Jenny Berens, Middle School Principal, 102 East Main, 712-487-3181, jberens@treynorcardinals.org
- Gary McNeal, High School Principal, 102 East Main, 712-487-3804, gmNeal@treynorcardinals.org

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.

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.*
 34 C.F.R. Pt. 100.
 34 C.F.R. Pt. 104.
 Iowa Code §§ 216.6; 216.9; 256.11; 280.3.
 281 I.A.C. 12.

Cross Reference: 101 Educational Philosophy of the School District
 401.2 Equal Employment Opportunity
 500 Objectives for Equal Educational Opportunities for Students
 506 Education Records of Students

Approved _____

Reviewed 09/11/17

Revised 08/8/16
04/08/19