

EQUAL EDUCATIONAL OPPORTUNITY

The Treynor Community School District does not discriminate on the basis of race, color, national origin, religion, sex, disability, age (for employment), sexual orientation, gender identity, creed, marital status (for programs), or socio-economic status (for programs) in its educational program/activities and its employment practices, in accordance with state and federal laws, rules, and regulations. The District has adopted grievance procedures for processing complaints of discrimination.

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.

The board is committed to the policy that no otherwise qualified person will be excluded from educational activities on the basis of race, color, religion, sex, marital status, national origin, sexual orientation, age, gender identity, creed, disability or socio-economics status. 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.

Student inquiries or grievances related to this policy may be directed to the Title IX Coordinator, Jenny Berens at 102 East Main, 712-487-3181, jberens@treynorcardinals.org, as appropriate; to the Director of the Iowa Civil Rights Commission, 400 East 14th Street, Des Moines, Iowa 50319-1004, 1-800-457-4416; to the Office for Civil Rights Chicago Office, United States Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, Illinois 60661-4544, (312) 730-1560; or to the Equal Employment Opportunity Commission Chicago Office, 500 W. Madison Street, Suite 2000, Chicago, Illinois 60661, 1-800-669-4000. Inquiries may also be directed to the Director, Iowa Department of Education, Grimes State Office Building, 400 East 14th Street, Des Moines, Iowa 50319-0146.

Legal Reference: 20 U.S.C. §§ 1221 *et seq.* (2004).
 20 U.S.C. §§ 1681 *et seq.* (2004).
 20 U.S.C. §§ 1701 *et seq.* (2004).
 29 U.S.C. § 794 (2004).
 42 U.S.C. §§ 12101 *et seq.* (2004).
 34 C.F.R. Pt. 100 (2004).
 34 C.F.R. Pt. 104 (2004).
 Iowa Code §§ 216.9; 256.11, .11A; 280.3 (2007).
 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 _____ Reviewed 10-10-2012 Revised 4-08-09 9/14/2020