

## EQUAL EDUCATION OPPORTUNITY

It is the policy of the Waterloo Community School District to provide equal educational opportunities and not to discriminate on the basis of race, color, creed, gender, sexual orientation, gender identity, ethnic/national origin, religion, marital status, socio-economic status or disability in its educational programs and activities. The Waterloo Community School District will affirmatively integrate students in attendance centers, programs, and classes.

It is also the policy of the Waterloo Community School District to provide programs, activities, curricula, and instructional resources which reflect the racial and cultural diversity of the United States and the variety of opportunities open to both men and women, including individuals with disabilities, in our society. One of the objectives of the Waterloo Community School District is to reduce stereotyping and to eliminate bias, prejudice, and discrimination. The curriculum, programs, and services shall foster respect and appreciation for cultural diversity and an awareness of the rights, duties and responsibilities of each individual as a member of a pluralistic society.

Inquiries, complaints, or grievances related to this policy may be directed as follows:

- Affirmative Action Coordinator/Equity Officer (Beverly Smith)  
or the Handicapped Compliance Officer (Patrick Clancy)  
1516 Washington Street  
Waterloo, IA, 50702, 433-1800
- Waterloo Human Rights Commission
- Iowa Civil Rights Commission
- Director of the Region VII Office of Civil Rights
- U.S. Department of Education  
8930 Ward Parkway, Suite 2037  
Kansas City, MO 64114 (816) 268-0550
- Iowa Department of Education  
Grimes State Office Building  
Des Moines, IA 50319 (515) 281-5294

Further information and copies of the procedures for filing a complaint are available in the school district's central administrative office and the administrative office in each attendance center.

Legal Ref.: 20 U.S.C. §§ 1221 et seq. (1994).  
20 U.S.C. §§ 1681 et seq. (1994).  
20 U.S.C. §§ 1701 et seq. (1994).  
29 U.S.C. § 794 (1994).  
42 U.S.C. §§ 12101 et seq. (1994).  
34 C.F.R. Pt. 100 (2002).  
34 C.F.R. Pt. 104 (2002).  
Iowa Code §§ 216.9; 256.11, .11A; 280.3 (2005).  
281 I.A.C. 12.

Cross Ref.: 102.0 Educational Philosophy  
103.0 Nondiscrimination  
103.1 Racial Harassment  
103.2 Harassment on Other Than Racial Grounds  
501.21 Homeless Students

ADOPTED

7/13/87

7/9/90

4/8/91

6/16/97

11/12/01

7/12/04

3/27/06

12/11/06

06/25/07

Reviewed: 1/97, 10/4/01, 6/3/04, 2/9/06, 11/9/06, 06/20/07