

NONDISCRIMINATION POLICY AND STATEMENT REVIEW

NOTIFICATIONS INCLUDE:	Annual notification	Parent handbk	Parent handbk	Parent handbk	Student handbk	Student handbk	Student handbk	Employee handbk	Registr handbk	Coach Handbk	Brochure	Website	School newsltr
Notification of the Nondiscrimination Policy													
Coordinators' name and contact information is included													
Information about the civil rights related grievance procedure is included													

INFORMATION FROM THE DOCUMENT REVIEW CHECK LIST

Equal opportunity in programs is provided to all students regardless of race, color, national origin, gender (sex), sexual orientation, gender identity, marital status, socioeconomic status, disability, religion, or creed (**EQ5**). *281—IAC 12.1(1), Iowa Code 280.3*

Guidance:

The district must provide the following items:

- district and administrative policies regarding student access to educational programs (policies must address each of the 11 traits/characteristics)
- civil rights grievance procedures
- evidence that a district equity coordinator has been appointed
- a summary of activities conducted by the district's equity coordinator

If any of the listed evidence pieces is missing, the district will be considered out of compliance with this item.

Related IASB Sample Policies: 102 and 500 (both last updated, 6/8/07)

Policy on non-discrimination in employment on the basis of race, color, national origin, gender, disability, age, religion, creed, sexual orientation, and gender identity (**EQD1**). *Title IX 34CFR 106.9 Section 504 34 CFR 104.8, Iowa Code 216.6*

Guidance:

Employment policies must address each of the 10 specified traits/characteristics.

IASB Sample Policies: 102, 302.1, 303.2, 401.1, 405.2, 411.2 (all last updated, 6/8/07)

Policy prohibiting harassment and bullying of or by students, staff, and volunteers (**RD1.4**) which is based on actual or perceived age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status and which creates an objectively hostile school environment (**HBP1**). *281—IAC 12.3(13), Title IX Section 106.31, Iowa Code 280.28(3) and 729A.1*

Guidance:

Harassment and bullying is construed to mean any electronic, written, verbal, or physical act related to the specified traits or characteristics stated above. The local board policy must contain all of these 17 traits or characteristics, but does not need to be limited to these 17.

If a single policy is used, a reasonable person must be able to interpret the policy as covering student vs. student, student vs. staff, staff vs. staff, and staff vs. student issues.

IASB Sample Policy: 104 (last updated, 9/27/07)

ANNUAL NOTIFICATION - SAMPLE NOTIFICATION OF NON-DISCRIMINATION POLICY STATEMENT:

It is the policy of the _____ Community School District not to illegally 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 district's Equity Coordinator, Name, Title, Address, Phone Number, E-mail Address