

SCHOOL DISTRICT

Series 100

Policy Title Equal Educational Opportunity

Code No. 102

It is the policy of the Marshalltown 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 Anthony Spurgetis, Equity/Affirmative Action Coordinator, Marshalltown Community School District, 1002 South 3<sup>rd</sup> Avenue, Marshalltown, IA 50158, Phone 641-754-1000. Email – [aspurgetis@marshalltown.k12.ia.us](mailto:aspurgetis@marshalltown.k12.ia.us).

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:      100    District Philosophy, Mission, Beliefs and Expectations  
                             401.1 Equal Employment Opportunity  
                             500.1 Objectives for Equal Educational Opportunities for Students  
                             506.1 Student Records Access

Adopted: October 17, 2016

Reviewed:

Amended: