

Education Program

Series 600

Policy Title: Multicultural/Gender Fair Education

Code No. 603.4

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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 Lisa Stevenson (for programs) 1002 South 3rd Avenue, Marshalltown, Iowa 50158; l Stevenson@marshalltown.k12.ia.us or Anthony Spurgetis (for employment) 1002 South 3rd Avenue, Marshalltown, Iowa, 50158; 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.

The education program is free of discrimination and provides equal opportunity for the students. The education program will foster knowledge of and respect and appreciation for the historical and contemporary contributions of diverse cultural groups, as well as men and

women, to society. Special emphasis is placed on Asian-Americans, African-Americans, Hispanic-Americans, American Indians, European-Americans, and persons with disabilities. It will also reflect the wide variety of roles open to both men and women and provide equal opportunity to both sexes.

The Board shall designate the Director of Instruction to coordinate its effort to comply with and carry out its responsibilities under this policy. Such person shall have the power to investigate any complaints brought alleging noncompliance with this policy, and shall also be responsible for evaluating and reporting to the Board progress in implementing this policy.

(For grievance procedure see Policy No. 400.1)

Adopted: June 9, 1986

Legal Reference: (Code of Iowa)

Reviewed: January 21, 2013
April 21, 2014

198.11, 601A, 1989, 240 Ia. Admin. Code 3,
284 Ia. Admin.
Code 95, Title VI, VII, 1964 Civil Rights
Act, Title IX 1972 Education Amendments,
Section 504 Federal Rehabilitation
Act of 1973

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

Amended: April 23,1990
May 18, 2009
February 4, 2013
October 17, 2016
August 20, 2018
October 1, 2018

Cross Reference: 101 Educational Philosophy of the School District
102 Equal Educational Opportunity
401.1 Equal Employment Opportunity
500 Objectives for Equal Educational Opportunities for Students
506.1 Student Records
600 Goals and Objectives of the Education Program