

EQUAL EDUCATIONAL OPPORTUNITY

It is the policy of the Belmond-Klemme 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 Claudia Guerrero, 411 10th Ave NE, 641-444-1107, claudia.guerrero@bkcsd.org.

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.* (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 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

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