

EQUITY AND NON-DISCRIMINATION

It is the policy of the LeMars Community School District to provide equal opportunity in its provision of educational and auxiliary programs for students. The district will not engage in any illegal discrimination on the basis of race, color, national origin, religion, gender, age, sexual orientation, gender identity, socio economic status, creed, disability or marital status in its educational programs, activities or employment policies and practices.

The board requires all persons, agencies, vendors, contractors and any other persons or organizations doing business with or performing services for the district to subscribe to this policy and to all applicable federal and state laws or lawful regulations.

In addition to its policy and practice of equal opportunity and non-discrimination, the board directs that the district's education program shall foster knowledge and appreciation for the historical and contemporary contributions of diverse cultural groups as well as those of both women and men. The curriculum will also reflect the diverse variety of occupational and societal roles open to both women and men.

Questions or complaints alleging illegal discrimination on the basis of gender should be directed to the district's Title IX and Multicultural Gender Fair Coordinator – Mr. Mark Iverson, Associate High School Principal, 921 3rd Ave. SW, LeMars, IA 51031, phone 712-546-4153.

Questions or complaints alleging any other types of illegal discrimination should be directed to the district's Equity Coordinator – Mr. Steve Webner, Assistant Superintendent, 940 Lincoln Street SW, LeMars, IA 51031, phone 712-546-4155.

Inquires or complaints may also be directed to the Iowa Civil Rights Commission in Des Moines, IA, or to Region VII Office of Civil Rights, Education Division, Kansas City, Missouri.

Adopted: 5-14-84

Revised: 2-26-96

7-12-99

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