

## MUSCATINE COMMUNITY SCHOOL DISTRICT - BOARD POLICY

### 102 EQUAL EDUCATION OPPORTUNITY

It is the goal of the board to develop a healthy social, intellectual, emotional, and physical self-concept in the students enrolled in the school district. Each student attending school will have the opportunity to use its education program and services as a means for self-improvement and individual growth. In so doing, the students are expected to conduct themselves in a manner that assures each student the same educational opportunity.

It is the policy of the Muscatine 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. The belief in equal educational opportunity serves as a guide for the board and employees in making decisions relating to school district facilities, employment, selection of educational materials, equipment, curriculum, and regulations affecting students. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact:

Jaime Kroeger, Director of Human Resources and Equity  
Muscatine Community School District  
2900 Mulberry Ave.  
Muscatine, Iowa 52761  
563-263-7223 or [jaime.kroeger@mcsdonline.org](mailto:jaime.kroeger@mcsdonline.org)

Board policies, rules, and regulations affect students while they are on school district property or on property within the jurisdiction of the school district; while on school-owned and/or operated school or chartered vehicles; while attending or engaged in school activities; and while away from school grounds if misconduct will directly affect the good order, efficient management and welfare of the school district.

The board requires all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the district to subscribe to all applicable federal and state laws, executive orders, rules, and regulations pertaining to contract compliance and equal opportunity.

The board is committed to the policy that no otherwise qualified person will be excluded from employment on the basis of race, creed, color, gender, marital status, sexual orientation, national origin, religion, age, veteran status, or disability. Further, the Board

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affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm, and harassment.

Harassment or discriminatory behavior that denies civil rights or access to equal educational opportunities includes comments, name-calling, physical conduct, or other expressive behavior directed at an individual or group that intentionally demeans the race, creed, color, gender, gender identity, marital status, sexual orientation, national origin, religion, age, veteran status or disability of the individual or individuals or creates an intimidating, hostile or demeaning environment for education.

Inquiries by students regarding compliance with equal educational opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, are directed to the Affirmative Action Coordinator by writing to the Affirmative Action Coordinator, Jaime Kroeger, Muscatine Community School District, Muscatine, Iowa 52761; or by telephoning (563) 263-7223.

Inquiries by students regarding compliance with equal educational opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Director of the Region VII Office of Civil Rights, U.S. Department of Education, John C. Kluczynski Federal Building, 230 S. Dearborn St., 37<sup>th</sup> Floor, Chicago, IL, 60604 (312) 730-1560, fax (312) 730-1576 [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov), the Iowa Civil Rights Commissioner, <https://icrc.iowa.gov>, (515) 281-4121 or the Iowa Dept. of Education, Grimes State Office Bldg., Des Moines, IA 50319. (515) 281-5294. This inquiry or complaint to the federal or state office may be done instead of, or in addition to, an inquiry or complaint at the local level.

The District has separate procedures for reports or complaints of sexual harassment governed by Title IX of the Education Amendments Act of 1972. These procedures are available at: <http://www.muscatine.k12.ia.us/departments/hr/title-ix/> or for a paper copy, please contact the Human Resources Department at 2900 Mulberry Avenue, Muscatine, Iowa, 52761, 563-263-7223. For reports or complaints of sexual harassment outside of the District's Title IX jurisdiction, the District may follow any other applicable policy or procedure to respond to such a report or complaint. Questions about the District's obligations under Title IX or the District's Title IX Procedures should be directed to the District's Title IX Coordinator, Jaime Kroeger, Muscatine Community School District, 2900 Mulberry Avenue, Muscatine, Iowa 52761, 563-263-7223 or [jaime.kroeger@mcsdonline.org](mailto:jaime.kroeger@mcsdonline.org) or Deputy Title IX Coordinator Mike Henson, 2705 Cedar Street, Muscatine, Iowa, 52761, 563-263-6141, [mike.henson@mcsdonline.org](mailto:mike.henson@mcsdonline.org).

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LEGAL REF:                   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.

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