

#### 402.2 NON-DISCRIMINATION (EMPLOYEES)

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. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact:

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

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: <https://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, Jamie Kroeger Muscatine Community School District, 2900 Mulberry Avenue, Muscatine, Iowa 52761, 563-263-7223 or [jaim.kroeger@mcsdonline.org](mailto:jaim.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).

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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