

## EQUAL EDUCATIONAL 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 educational program and services as a means for self-improvement and individual growth. In doing so, the students are expected to conduct themselves in a manner that assures each student the same educational opportunity.

The Riceville Community School District not to discriminate in its educational programs, activities and its employment practices on the basis of race, color, national origin, sex, disability, religion, creed, sexual orientation, age, (for employment), actual or potential parental, family, or marital status (for programs). 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 the district's Equity Coordinator, Joan Grimm School Counselor, 912 Woodland Avenue, Riceville, Iowa 50466, 641-985-2288, joan.grimm@riceville.k12.ia.us

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 school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

Inquiries by students regarding compliance with equal educational opportunity and policies, including but not limited to complaints of discrimination, are directed to the Affirmative Action Coordinator by writing to the Affirmative Action Coordinator, Riceville Community School District, Riceville, Iowa; or by telephoning 641-985-2288.

Inquiries by students regarding compliance with equal educational opportunity 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,

Cesar E. Chaves Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582, (303)844-5695 FAX: (303)844-4303, TDD: (800)877-8339, Email: [OCR.Denver@ed.gov](mailto:OCR.Denver@ed.gov) the Iowa Civil Rights Commissioner, 6200 Park Avenue, Suite 100, Des Moines, IA 50321-1270 <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, and inquiry or complaint at the local level.

*This is a mandatory policy.*

*NOTE: A school district may have a different coordinator for each law or consolidate the responsibilities under one employee. The Iowa Department of Education encourages districts to have no more than two (2) coordinators: one for employment and one for programs. If the district has more than one coordinator, publications of this policy and notifications must include the name, contact address, contact phone number, and email addresses for each coordinator.*

*NOTE: Some conduct that falls under the school's equal Educational Opportunity policy also may trigger responsibilities under the state's anti-bullying / anti-harassment laws. By limiting the response to the specific application of its equal Educational Opportunity policy and the accompanying grievance procedures, a school May Fail to properly consider whether the alleged conduct also results in bullying and/or harassment*

Legal Reference:     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 §§ 216.9; 256.11; 280.3  
                          281 I.A.C. 12.

Approved: February 18, 2013     Reviewed: February 17, 2025     Revised: April 20, 2026