

Policy 102: Equal Educational Opportunity

Status:
ADOPTED

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.

The Choice Charter School does 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 the CCS Principal at CCSAdmin@choicecharterschool.org or call 515-850-2545.

Board policies, rules and regulations affect students while they are online; 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. 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 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, Choice Charter School, PO Box 193, Union, Iowa 50258 or by telephoning (515) 850-2545.

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., 37th Floor, Chicago, IL, 60604 (312) 730-1560, fax (312) 730-1576
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. This is a
mandatory policy.

NOTE: A school 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
address for each coordinator.

NOTE: The language utilized above is consistent with Iowa Department of Education
guidance released in the School Leader Update on September 1, 2015. The classes
listed are all mandatory.

NOTE: Some conduct that falls under a school's equal educational opportunity policy
also may trigger responsibilities under the state's anti-bullying/anti-harassment laws. By
limiting the response to a 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 §§ 216.6; 216.9; 256.11; 280.3. 281 I.A.C. 12.

Cross Reference: 101 Educational Philosophy of the School District
401.1 Equal Employment Opportunity
506.1 Student Records

Approved 8/5/2022 Reviewed yes