

# Series 100 – Educational Philosophy

Policy Title: Nondiscrimination

Policy Code No. 102

It is the policy of the Newton 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 Laura Selover, Associate Director of Human Resources, 700 North 4<sup>th</sup> Avenue East, Newton, Iowa 50208, (641) 792-5809, [seloverl@newton.k12.ia.us](mailto:seloverl@newton.k12.ia.us).

The Board encourages students to participate in school activities and programs for their physical and mental well-being. Equal opportunity, in compliance with the state and federal laws, shall apply to the programs and activities offered by the school district.

The board requires all persons, agencies, vendors, contractors, volunteers 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.

Date of Adoption 08/14/1989

Review Date 11/23/2015

Revision Date 11/23/2015

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.

Cross Ref.:

101 Educational Philosophy of the School District  
401.1 Equal Employment Opportunity  
500 Objectives for Equal Educational Opportunities for Students  
506.1 Student Records

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