EDUCATIONAL PHILOSOPHY

Series 100

Policy Title: Discrimination and Harassment on the Basis of Race, Creed, Color, Sex, Sexual Orientation, Gender-Identity, National Origin, Religion, Age (for employment), Disability, Socio-Economic Status (for programs), Marital Status (for programs), or Veteran Status.

Code Number: 103

The Sioux City Community School District prohibits discrimination based on race, creed, color, sex, sexual orientation, gender-identity, national origin, religion, age (for employment), disability, socio-economic status (for programs), marital status (for programs), or veteran status in its educational programs, activities, and its employment practices.

Equal opportunity in educational programs and activities shall be provided to all students in the District. In order to monitor progress, course enrollment and other relevant data, as required by the Department of Education and the Office of Civil Rights, shall be collected on the basis of ethnicity, socio-economic status and disability and shall be updated annually.
Further, the District expressly prohibits any form of harassment of students or employees. Harassment or intimidation is defined as annoying, tormenting, teasing or using derogatory words or statements pertaining to or as a result of one’s race, creed, color, sex, sexual orientation, gender-identity, national origin, religion, age (for employment), disability, socio-economic status (for programs), marital status (for programs), and veteran status, when made by any student, employee, agent of or person under the control or supervision of the District, while on school property or engaged in or attending any school sponsored activity.

Harassment may include, but is not limited to the following:

1. Submission to harassment is made directly or indirectly a term of condition of any individual’s employment or education;
2. Harassment interferes with or affects an individual’s academic or professional performance or creates an intimidating, hostile, offensive, abusive, employment or educational environment.

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.

No employee, agent or person under the control or supervision of the District shall tolerate discrimination or harassment of any other individual, including students, or other school personnel, who are on school property or who are engaged in or attending any school sponsored activity. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact Jen Gomez, Director of Student Services & Equity Education, 627 4th Street, Sioux City, IA 51101, (712) 279-6075, gomezj2@live.siouxcityschools.com. Any such incidents of discrimination or harassment must be reported to an immediate supervisor or to the Director of Student Services and Equity Education.

Submission of a good faith complaint or report of discrimination or harassment will not affect the complainant or reporter’s future employment, grades, learning or working environment or work assignments. All complaints will be fully investigated and acted upon as necessary to ensure that the discrimination or harassment stops and does not recur.

First Adoption: May 11, 1993/March 17, 2008
Revision Adoption: February 28, 1995/September 18, 1999/November 26, 2002/March 17, 2008/October 10, 2011/
February 9, 2015/March 14, 2016
20 U.S.C. §§ 1681 et seq.
20 U.S.C. §§ 1701 et seq.
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 References: AR103(a), AR103(b), AR103(c), 401.3, 504.4, 602.9
The School District will take any and all appropriate action, including any necessary discipline, against any employee, student, agent or any other person under the control or supervision of the District, who retaliates against any person who reports, testifies, assists, and/or participates in a proceeding, investigation or hearing relating to an incident of alleged discrimination or harassment. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

This policy should not be read to abrogate other District policies prohibiting other forms of unlawful discrimination, inappropriate behavior and/or hate crimes within this District. It is the intent of the district that all such policies be read consistently to provide the highest level of protection from unlawful discrimination in the provision of educational and employment services and opportunities.