

## EQUAL EDUCATIONAL OPPORTUNITY

It is the policy of the Mason City 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.

For the purpose of this section, “*educational institution*” includes any preschool, elementary or secondary school, community college, area education agency, or postsecondary college or university and their governing boards. This section does not prohibit an educational institution from maintaining separate toilet facilities, locker rooms, or living facilities for the different sexes so long as comparable facilities are provided. Nothing in this section shall be construed as prohibiting any bona fide religious institution from imposing qualifications based on religion, sexual orientation, or gender identity when such qualifications are related to a bona fide religious purpose or any institution from admitting students of only one sex.

There is a complaint procedure for processing complaints of sexual harassment or discrimination. If you have questions or a complaint related to this policy, please contact the Equity Coordinator, Tom Drzycimski, 1515 S. Pennsylvania Ave., Mason City, Iowa, 50401, 641-421-4403, [tdrzycimski@masoncityschools.org](mailto:tdrzycimski@masoncityschools.org).

The Mason City Community School District Board of Education 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.

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

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

Approved	<u>08-21-78</u>	Reviewed	<u>1987, 1991, 1992, 1995, 2003,</u> <u>2008, 2009, 2012, 2014, 2016,</u> <u>2017, 2018</u>	Revised	<u>12-15-86, 12-16-91, 08-17-92, 09-18-95,</u> <u>11-17-03, 05-17-04, 10-27-08, 12-21-09,</u> <u>03-19-12, 06-06-16, 11-20-17, 06-18-18</u>
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