

**Policy 102: Equal Educational Opportunity**

**Status:** DRAFT - 2nd  
Reading

**Original Adopted Date:** 05/01/2006 | **Last Revised Date:** 06/10/2025 | **Last Reviewed Date:** 06/10/2025

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 Dallas Center-Grimes Community School District does not discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, or 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: Dr. Greg Carenza, 2405 W 1st St PO Box 680, Grimes, Iowa 50111, Telephone: 515-992-3866, Email: greg.carenza@dcdschools.com .

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 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, Cary Justmann, Dallas Center - Grimes Community School District, 2405 W 1st St PO Box 680, Grimes, Iowa 50111; or by telephoning 515-992-3866.

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](#), Office for Civil Rights (OCR) - Denver Office., US Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582 Phone: (303)844-5695, Fax: (303) 844-4303, TDD: (800) 877-8339, Email: [OCR.Denver@ed.gov](mailto:OCR.Denver@ed.gov) [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, 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, an inquiry or complaint at the local level.

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**C.F.R. - Code of Federal Regulations**

34 C.F.R. Pt. 100

**Description**

[Education - Nondiscrimination for Programs](#)

34 C.F.R. Pt. 104

[Education - Nondiscrimination on Basis of Handicap](#)

**I.A.C. Iowa Administrative Code**

281 I.A.C. 12

**Description**

[General Accreditation Standards](#)

**I.C. Iowa Code**

Iowa Code § 216.6

**Description**

[Unfair Employment Practices](#)

Iowa Code § 216.9

[Unfair/Discriminatory Practices](#)

Iowa Code § 256.11

[DE - Educational Standards](#)

**I.C. Iowa Code**

Iowa Code § 280.3

**Description**

[Education Program - Attendance Center Requirements](#)

**U.S.C - United States Code**

20 U.S.C. §§ 1221

[Education - FERPA - General Provisions](#)

20 U.S.C. §§ 1681

[Education - Sex](#)

20 U.S.C. §§ 1701

[Education - EEO](#)

29 U.S.C. § 206

[Labor - Minimum Wage](#)

29 U.S.C. §§ 794

[Labor - Vocation Rehab Rights](#)

42 U.S.C. § 12101

[Public Health - Equal Opportunity - Disabilities](#)

42 U.S.C. § 2000d

[Public Health - Civil Rights - Federally Programs](#)

42 U.S.C. § 2000e

[Public Health - EEO Civil Rights - Definitions](#)

**Cross References****Description**

101

[Educational Philosophy](#)

104

[Anti-Bullying/Harassment](#)

104-R(1)

[Anti-Bullying/Harassment - Investigation Procedures](#)

104-E(1)

[Anti-Bullying/Harassment - Bully/Harassment Incident Report](#)

401.01

[Equal Employment Opportunity/Affirmation Action](#)

502.03

[Student Expression and Student Publications Code](#)

502.03-R(1)

[Student Expression and Student Publications Code](#)

506.01

[Student Records Access](#)

506.01-R(1)

[Student Records Access](#)

506.01-E(1)

[Student Records Access - Request of Nonparent Examination or Copies of Education Records](#)

506.01-E(2)

[Student Records Access - Authorization for Release of Education Records](#)

506.01-E(3)

[Student Records Access - Request for Hearing on Correction of Records](#)

506.01-E(4)

[Student Records Access - Request for Examination of Records](#)

506.01-E(5)

[Student Records Access - Notification of Transfer of Records](#)

506.01-E(6)

[Student Records Access - Receipt of Subpoena](#)

506.01-E(7)

[Student Records Access - Annual Notice](#)

506.01-E(8)

[Student Records Access - Juvenile Justice Agency Information Sharing Agreement](#)

603.01

[Basic Instruction Program](#)

603.04

[Multicultural/Gender Fair Education](#)

603.04-R(1)

[Multicultural/Gender Fair Education](#)

802.05

[Buildings & Sites Adaptation for Persons with Disabilities](#)