

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@dcgschools.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 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.

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	Description
Iowa Code § 280.3	Education Program - Attendance Center Requirements
U.S.C - United States Code	Description
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