

## **NON-DISCRIMINATION POLICY**

It is the policy of the Northeast Community School not to illegally discriminate on the basis of race, creed, color, sex, sexual orientation, gender identity, national origin, gender, disability, religion, age, political party affiliation, actual or potential parental, family or marital status, and socioeconomic status in its programs, activities, or employment policies as required by the Iowa Code, sections 216.9, 256.10(2) and 19B.11, Titles VI and VII of the 1964 Civil Rights Act (42 U.S.C. § 2000d and 2000e), the Equal Pay Act of 1973 (29 U.S.C. § 206, et seq.), Title IX (Educational Amendments, 20 U.S.C. § § 1681-1688), Section 504 (Rehabilitation Act of 1973, 29 U.S.C. § 794), the Americans with Disabilities Act (42 U.S.C. V 12101, et seq.), and Section 601A of the Iowa Code. Inquiries and grievances regarding compliance may be directed to James W. Cox, Superintendent, Northeast Community School District, Goose Lake, Iowa 52750, Telephone (563) 577-2249, ([jim\\_cox@northeast.k12.ia.us](mailto:jim_cox@northeast.k12.ia.us)), to the Director of the Iowa Civil Rights Commission, Des Moines, Iowa, or to the Director of the Midwest Office of Civil Rights, Department of Education, Chicago, Illinois.