

EQUAL EDUCATIONAL OPPORTUNITY

The Adair-Casey Community School District not to discriminate on the basis of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, and where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual's income is derived from any public assistance program, or protected genetic information in any program or activity. (Not all prohibited basis will apply to all programs and/or employment activities)

The district 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.

The district is committed to the policy that no otherwise qualified person will be excluded from educational activities on the basis of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, and where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual's income is derived from any public assistance program, or protected genetic information in any program or activity. Further, the district affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm and harassment.

NONDISCRIMINATION STATEMENT

It is the policy of the Adair-Casey and Guthrie Center Community School Districts not to illegally discriminate on the basis of race, color, national origin, gender, 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. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact the district's Equity Coordinator, Karla Mahaffey, Curriculum Director, 3384 Indigo Ave Adair, Iowa or at 906 School Street Guthrie Center, Iowa 50115 (641) 746-2242 or (641)332-2972: or by email at kmahaffey@acgcschools.org.

AFFIRMATIVE ACTION POLICY

It is the policy of the Adair-Casey and Guthrie Center Community School District not to discriminate on the basis of race, creed, color, sex, sexual orientation, gender identity, national origin, gender, disability, religion, age, political party affiliation, or actual or potential parental, family or marital status in its programs, activities, or employment practices as required by the Iowa Code sections 216.9 and 256.10(2), Titles VI and VII of the Civil Rights Act of 1964 (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), and the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.). If you have questions or grievances related to compliance with this policy by the Adair Casey Community School District, please contact the Karla Mahaffey, Curriculum Director, 3384 Indigo Ave Adair, Iowa, (641) 746-2242 or 906 School Street Guthrie Center, Iowa 50115 (641)332-2972: or by email at kmahaffey@acgcschools.org.; or the Director of the Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661, telephone number 312-730-1560, fax 312/730-1576, e-mail: OCR.Chicago@ed.gov

HUMAN GROWTH AND DEVELOPMENT EXEMPTION

Each parent or guardian has the right to review the Adair-Casey and Guthrie Center School's Human Growth and Development goals, objectives and materials. The child can be excused from a particular class period where parents object to material that is being infused into the curriculum. The child will incur no penalty but shall be required to complete an alternative assignment that relates to the class and is consistent with assignments required of all students in the class.

As Parents/Guardians in the AC/GC Community School District, you have the right to information regarding your child's teacher's qualifications, state licensure status, special endorsements for grade level/subject areas taught, and baccalaureate/graduate certification/degree.

Parents/Guardians may request this information from the Office of the Superintendent by calling 641-332-2972 or (641) 746-2242 sending a letter of request to: Office of the Superintendent, at 3384 Indigo Ave Adair, Iowa 50002 or at 906 School Street Guthrie Center, Iowa 50115: or by email at kmahaffey@acgcschools.org.