



Board Policy 106: Nondiscrimination Policy

Educational Philosophy

Iowa Valley Community College District declares and affirms to its students, employees and to the public that it values and respects diversity and inclusion in all District-sponsored events, all employment practices, and all educational programs and activities. The District will not tolerate unlawful discrimination or harassment of persons involved in District events, programs and activities, and affirms its commitment to comply with all applicable federal and state laws, regulations and orders.

Nondiscrimination in Educational Programs and Activities

Iowa Valley Community College District does not discriminate in its programs, activities, or employment on the basis of race, color, national origin, sex, disability, age, sexual orientation, gender identity, creed, religion, actual or potential family, parental or marital status, or other protected classes.

Such discriminatory practices shall include but not be limited to:

- Exclusion of a person or persons from participation in, denial of the benefits of, or other discrimination in any academic, extracurricular, research, occupational training, or other program or activity except athletic programs;
- Denial of comparable opportunity in intramural and interscholastic athletic programs; or
- The exclusion of any person from any program or activity or employment because of pregnancy or related conditions dependent upon the physician's diagnosis and certification.

Nondiscrimination in Employment Practices

Iowa Valley Community College District shall not engage in nor allow unlawful discrimination against any employee or applicant for employment. This includes all

employment practices, hiring practices, and unwelcome harassment of applicants or employees based on race, color, national origin, creed, religion, sex, sexual orientation, gender identity, age, disability, genetic information or actual or potential parental, family or marital status.

Veteran status will also be respected and protected to the extent covered by law. To ensure that equal opportunity and nondiscriminatory behavior is afforded to all students, employees, and applicants, the District recognizes the need for, and the implementation of, an Equal Employment Opportunity/Affirmative Action plan.

Related State of Iowa Requirement for a Contact Person to Address Policy Questions or Complaints

If you have questions or complaints related to compliance with this policy, please contact the Vice President of Administration, serving as the District Equity Officer, 3702 S. Center Street, Marshalltown, IA 50158, 641-844-5530, Equity@iavalley.edu, or the Director of the Office for Civil Rights U.S. Department of Education, John C. Kluczynski Federal Building, 230 S. Dearborn Street, 37th Floor, Chicago, IL 60604-7204, Telephone: 312-730-1560 Facsimile: 312-730-1576, TDD 800-877-8339
Email: OCR.Chicago@ed.gov.

Date of Review: February 14, 2024

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Date of Adoption: September 13, 2023

Legal Reference

Code of Iowa Chapter 216

Related Administrative Rules and Regulations

Title VI, Title VII, Civil Rights Act of 1964; Executive Order 11246; Equal Pay Act 1963; Age Discrimination in Employment Act, 1967; Title IX; Sections 503, 504 of the Rehabilitation Act of 1973; Section 402 of the Vietnam Veterans Readjustment Assistance Act; Chapter 601A, Iowa State Code; Executive Order 15; City of Cedar Rapids Ordinance 54-74

Revision History

None