

BENTON COMMUNITY SCHOOLS

MULTICULTURAL AND NONSEXIST EDUCATION

It is the policy of the Benton Community School District to provide equal educational and employment opportunities and not to illegally discriminate on the basis of race, color, sex, national origin, gender identity, socioeconomic status, disability, sexual orientation, religion, creed, age, marital status, in its educational programs activities, or its employment and personnel policies. Affirmative steps will be taken to integrate students in attendance centers, programs and classes on the basis of race, national origin, gender and disability.

This agency shall provide activities, a curriculum and instructional resources which will reflect the racial and cultural diversity present in the United States and the variety of careers, roles and lifestyles open to both men and women in our society. One of the objectives of the agency's program, curriculum and services, and teaching strategies is to reduce stereotyping and to eliminate bias on the basis of sex, age, gender identity, sexual orientation, race, color, creed, national origin, religion, marital status, socioeconomic status, and disability.

The curriculum, programs, and services, shall foster respect and appreciation for cultural diversity found in our country and an awareness of the rights, duties and responsibilities, of each individual as a member of a pluralistic society. It is the policy of this agency to affirmatively recruit women, men, members of diverse racial/ethnic groups and persons with disabilities for job categories where they are underrepresented.

A fair and supportive environment will be provided for all students and employees regardless of their sex, race, color, gender identity, sexual orientation, creed, national origin, disability, age, marital status, socioeconomic status, or religion, made from one employee to a student or vice versa, and from one student to another is a violation of this policy.

Inquiries or grievances related to this policy may be directed to Jo Prusha, Equity Coordinator, 304 1st Street, P.O. Box 70, Van Horne, IA 52346, Office 319-228-8701, ext. 408, Fax 319-228-8254; or the Director of the Iowa Civil Rights Commission in Des Moines, the Director of the Region VII Office of the United States Equal Employment Opportunity Commission or the Director of the Regional VII Office of Civil Rights, United States Department of Education in Kansas City, Missouri. Inquiries may also be directed to the Director, Iowa Department of Education, Grimes State Office Building, Des Moines, Iowa 50319.