

The district shall provide equal opportunity to all employees and applicants for employment in accordance with all applicable equal opportunity laws, directives and regulations of federal, state, and local governing bodies and agencies. The district shall take affirmative action, consistent with its adopted affirmative action plan, in the recruitment, appointment, assignment and advancement of personnel to accomplish the goals of equal employment opportunity. In keeping with the law, the district shall consider the veteran status of applicants.

The district will select for employment qualified applicants for each position based upon the applicant's qualifications and without regard to the race, color, age, national origin, sex, sexual orientation, gender identity, marital status, physical attributes, physical or mental ability, ancestry, political party preference, political belief, socioeconomic status, familial status, disability, religion, creed, and/or genetic information of the applicant. The district will not discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of such individual's race, color, age, national origin, sex, sexual orientation, gender identity, marital status, physical attributes, physical or mental ability, ancestry, political party preference, political belief, socioeconomic status, familial status, disability, religion, creed, and/or genetic information

Employees or applicants for employment having inquiries regarding compliance with equal employment opportunity and affirmative action are directed to contact the affirmative action/equity coordinator: **Brent Meier, Middle School Principal, 217 South Maple Street, Monticello, IA 52310. Phone: 319-465-5963.**

Inquiries may also be directed, in writing, to the Iowa Civil Rights Department or to the Director of the Region VII Office of Civil Rights, Department of Education, Kansas City, Missouri. Such inquiry or complaint to the state or federal office may be done instead of, or in addition to, an inquiry or complaint at the local level pursuant to the complaint procedures set forth in the board's policies.

Date of Adoption: 1993

Dates of Revision: 2/8/93; 1/96; 2/96; 8/96; 8/99; 5/03; 9/22/08; 3/23/09; 4/22/13; 4/28/14; 11/11/15

Reviewed: 9/28/15