

## Educational Philosophy

### Series 100

Policy Title: Educational Equity, Non-discrimination, and Affirmative Action Policy    Code No. 101

#### **Policy Statement**

It is the policy of Heartland AEA not to discriminate on the basis of race, color, creed, sex, gender identity, sexual orientation, marital status, family status, genetics, national origin, religion, age, military or veteran status, pregnancy, disability or socioeconomic status in its educational programs.

Curriculum content and instructional materials used by Heartland AEA are to reflect the cultural and racial diversity present in the United States and the variety of careers, roles, and lifestyles open to everyone in our society. The curriculum is to foster respect and appreciation for the cultural diversity found in our country and an awareness of the rights, duties, and responsibilities of each person as a member of a pluralistic society.

#### **Scope of Policy**

Affirmative implementation of non-discrimination in educational programs and practices includes, but is not limited to, the areas of professional development and training, curriculum content and instructional materials, and any educational services, programs or activities.

#### **Accountability Overview**

All individuals representing the work of Heartland AEA are expected to know of and fully accept the Educational Equity policy and to make certain that no individual child, family or other persons we serve suffer discrimination because of race, color, creed, sex, gender identity, sexual orientation, marital status, family status, genetics, national origin, religion, age, military or veteran status, pregnancy, disability or socioeconomic status.

Responsibility for implementing the policy is assigned to the Director of Human Resources, who will render full assistance and support for those seeking help and assistance. This policy will be reviewed by the administration each year.

The Agency will respond promptly to allegations discrimination in educational equity by investigating or arranging for the investigation of an allegation. The processing of a complaint or allegation will be handled confidentially to the maximum extent possible.

If you would like to file a complaint, please use the general complaint form found on the Heartland AEA website at: <http://www.heartlandaea.org/non-discrimination/> and submit to the Chief Administrator or one of Heartland AEA's Level 1 Investigators below:

- Primary: Nia Chiaramonte, Director of Human Resources ([nchiaramonte@heartlandaea.org](mailto:nchiaramonte@heartlandaea.org))
- Alternate: Kristi Upah, Chief Student Services Officer ([kupah@heartlandaea.org](mailto:kupah@heartlandaea.org))
- Jon Sheldahl, Chief Administrator ([jsheldahl@heartlandaea.org](mailto:jsheldahl@heartlandaea.org))

If you have questions or a complaint related to this policy please contact the Director of Human Resources 6500 Corporate Dr., Johnston, IA 50131-1603, the Director, Iowa Civil Rights Commission, Des Moines, Iowa 50319-1004 or Director, Office for Civil Rights, Kansas City, MO 64106.

**Disclaimer**

In preparing this policy, Heartland AEA has used terminology contained in state and federal law. Consequently, none of the terminology used should be construed as an admission by Heartland AEA, in whole or in part, that any individual has been or is presently being discriminated against. Nor is the effect of this policy intended to discriminate against a person or group of persons with respect to employment opportunities for which they are qualified on the grounds that they are not the beneficiaries of affirmative action. Indeed, nothing herein is intended to sanction the discriminatory treatment.

Date of Adoption:

May 13, 1985

Reviewed: 2/96, 11/05

Amended: 4/98, 6/90, 9/91, 8/99, 7/03, 12/07  
7/11, 1/13, 4/14/15, 8/8/17, 4/9/19