

Educational Philosophy

Series 100

Policy Title: Discrimination and Harassment Based on Sex Prohibited Code No. 104

Policy Statement

In accordance with Title IX of the Education Amendments Act of 1972, the Heartland Area Education Agency prohibits sex discrimination, including sexual harassment as defined by the regulations implementing Title IX (34 C.F.R. § 106.30), against any individual participating in any education program or activity of the Agency.

Scope of Policy

This prohibition on discrimination applies to students, employees, and applicants for employment.

Accountability Overview

The Board authorizes the Chief Administrator to adopt procedures for any individual to report sexual harassment to the Agency's Title IX Coordinator, for the provision of supportive measures to anyone who has been subjected to sexual harassment whether or not they proceed with a formal complaint under those procedures, and for the investigation and resolution of such complaints, as required by Title IX. This Title IX grievance process shall be used to respond to all complaints of sexual harassment that fall within the scope of Title IX. For complaints of sexual harassment that do not fall within the scope of Title IX, the Agency may still offer supportive measures to the target of such conduct and shall apply any other policy or procedure applicable to the alleged conduct.

Retaliation against a person who made a report or complaint of sexual harassment, assisted, or participated in any manner in an investigation or resolution of a sexual harassment report or complaint is strictly prohibited. Retaliation includes threats, coercion, discrimination, intimidation, reprisals, and/or adverse actions related to employment or education. Any individual who believes they have been retaliated against in violation of this Policy should immediately contact the Agency's Title IX Coordinator.

Any individual with questions about the Agency's Title IX policy and procedures, or who would like to make a report or file a formal complaint of sex discrimination or sexual harassment may contact the Agency's designated Title IX Coordinator, Heartland AEA Chief Human Resources Officer, 6500 Corporate Drive, Johnston, IA 50131. Phone (515) 473-6658.

Legal References:

- 20 U.S.C. § 1681 et seq.
- 34 C.F.R. § 106 et seq.
- 20 U.S.C. §§ 1221 et seq.
- 20 U.S.C. §§ 1701 et seq.
- 29 U.S.C. § 206 et seq.
- 29 U.S.C. § 794
- 42 U.S.C. §§ 2000d and 2000e.
- 42 U.S.C. §§ 12101 et seq.
- 34 C.F.R. Pt. 100.

34 C.F.R. Pt. 104.
Iowa Code §§ 216.6; 216.9; 256.11, 280.3.
281 I.A.C. 12.
20 U.S.C. §§ 1221 et seq.
20 U.S.C. §§ 1701 et seq.
29 U.S.C. § 206 et seq.
29 U.S.C. § 794
42 U.S.C. §§ 2000d and 2000e.
42 U.S.C. §§ 12101 et seq.
34 C.F.R. Pt. 100.
34 C.F.R. Pt. 104.
Iowa Code §§ 216.6; 216.9; 256.11, 280.3.
281 I.A.C. 12.

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