

## Education Philosophy

Series 100

**Policy Title:** Educational Equity

**Code No.** 101

**Policy Statement** It is the policy of Heartland AEA not to discriminate on the basis of race, color, creed, sex, 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 endeavor that no individual child, family or other persons we serve suffer discrimination due to race, color, creed, sex, 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 Chief Human Resources Officer 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 individuals 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: (Heartland Staff Directory)

- Primary: Chief Human Resources Officer
- Alternate: Chief Student Services Officer
- Chief Administrator

If individuals have questions or a complaint related to this policy please contact the Heartland AEA Chief Human Resources Officer, 6500 Corporate Dr., Johnston, IA 50131-1603, the Director, Iowa Civil Rights Commissioner, 2600 Park Avenue, Suite 100, Des Moines, Iowa 50321-1270, (515) 281-4121 or Director, Office for Civil Rights, One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Ste. 320, Kansas City, MO 64106, (816) 268-0550.

Inquiries by students regarding compliance with equal educational opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Director of the Region VII office of Civil Rights, U.S. Department of Education, John C. Kluczynski Federal Building, 230 S. Dearborn St., 37th Floor, Chicago, IL, 60604 (312) 730-1560, fax (312) 730-1576 [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov), the Iowa Civil Rights Commissioner, 6200 Park Avenue, Suite 100, Des Moines, IA 50321-1270, <https://icrc.iowa.gov>, (515) 281-4121 or the Iowa Dept. of Education, Grimes State Office Bldg., Des Moines, IA 50319. (515) 281-5294. This inquiry or complaint to the federal or state office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Legal Reference:

20 U.S.C. §§ 1221 et seq.

20 U.S.C. §§ 1681 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.

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, 5/10/22, 5/9/23, June 30, 2025

Update Civil Right address and phone numbers 1/10/25