

## Educational 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, 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 endeavor that no individual child, family or other persons we serve suffer discrimination due to 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 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 Commission, Des Moines, Iowa 50319-1004 or Director, Office for Civil Rights, Kansas City, MO 64106.

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