

Multicultural/Nonsexist

It is the policy of the Dubuque Community School District to provide equal educational and employment opportunities and not to discriminate or tolerate harassment on the basis of age, ancestry, color, creed, familial status, gender identity, marital status, national origin, physical attributes, physical or mental ability or disability, political belief, political party preference, race, religion, sex, sexual orientation, or socioeconomic status in its educational programs, activities or its employment or personnel policies. Affirmative steps should be taken to integrate students in attendance centers, programs, and classes on the basis of ethnicity, disability, and gender.

This school district will provide program activities, a curriculum and instructional resources which reflect the ethnic, racial, and cultural diversity of both men and women present in the United States and the variety of roles, careers, and life options open to both women and men in our society.

One of the objectives of this district's curriculum, programs, instructional strategies, and general services is to reduce stereotyping and to eliminate all forms of bias based on age, ancestry, color, creed, familial status, gender identity, marital status, national origin, physical attributes, physical or mental ability or disability, political belief, political party preference, race, religion, sex, sexual orientation, or socioeconomic status. The curriculum, programs, instructional strategies, and services are designed to foster tolerance, respect, and appreciation of the cultural diversity of the United States. The district will utilize curriculum content and instructional materials which include an emphasis on the perspectives of African Americans, Asian Americans, Latino/a Americans, Native Americans, women, and persons with disabilities.

In addition, the goal of this policy is to increase the levels of awareness and sensitivity about the rights and responsibilities of all persons as members of a pluralistic civic culture.

It is the policy of this district to affirmatively seek women and men, members of legally recognized ethnic groups, and persons with disabilities for jobs in categories in which they are historically under-represented. A harassment-free and emotionally supportive environment is provided for all students and employees.

Inquiries or grievances related to this policy may be directed to the Executive Director of Human Resources, The Forum, 2300 Chaney Road, Dubuque, Iowa, (563) 552-3028; to the Educational Equity Consultant, Iowa Department of Education; to the Director of the Iowa Civil Rights Commission in Des Moines; to the Region VII Office of the United States Equal Employment Opportunity Commission; or the Director of the Region VII Office of Civil Rights, U.S. Department of Education, Kansas City, Missouri.

Adopted: September 17, 1990

Revised: July 16, 2007

Revised: March 11, 2013

Cross-References:

Anti-harassment/bullying (1001)

Race and Ethnic Relations (1003)

Equal Employment Opportunity Affirmative Action (4101)

Legal Reference:

Iowa Code, Chapter 256.11

Iowa School Standards, 281.12 (8)