

## **Comprehensive Equity Policy**

It is the policy of Central Rivers AEA not to discriminate on the basis of race, color, creed, gender, marital status, national origin, religion, age, sexual orientation, socio economic background or disability in its educational programs, activities, or employment policies as required by all applicable Equal Employment Opportunity and Affirmative Action laws, directives, and regulations of federal, state and local governing bodies and agencies. This obligation to affirmatively implement equal employment opportunity to all employees and applicants for employment includes hiring, placement, upgrading, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination.

The board requires all persons, agencies, vendors, contractors and other persons and organizations doing business with or performing services for the Agency to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

Individuals who file an application with the Agency will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and State Department of Education for the class or position for which they apply. In employing Agency personnel, the board shall consider the qualifications, credentials and records of the applicants without regard to race, color, creed, gender, marital status, national origin, religion, age, sexual orientation, socio economic background or disability. In keeping with the law, the board shall consider the veteran status of applicants.

It is also the policy of this Agency to provide a fair and supportive work environment for all employees regardless of their race, color, creed, gender, marital status, national origin, religion, age, sexual orientation, socio economic background or disability. Harassment with demeaning intent related to of race, color, creed, gender, marital status, national origin, religion, age, sexual orientation, socio economic background or disability, made by one employee to another is a violation of this policy.

Curriculum content and instructional materials used by Central Rivers 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.

Inquiries regarding compliance with this policy may be directed to Karl Kurt, Assistant Chief Administrator/ Director of Human Resources, Central Rivers AEA, 1521 Technology Parkway, Cedar Falls, Iowa, (319)-273-8200; to the Director of the Iowa Civil Rights Commission, Des Moines, Iowa; or to the Director of the Office for Civil Rights, U.S. Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582. The Equity Coordinator for Central Rivers AEA is the Assistant Chief Administrator/Director of Human Resources.

Students, parents of students, applicants for employment, and employees of Central Rivers AEA shall have the right to file a formal complaint alleging noncompliance with federal and state regulations requiring nondiscrimination in educational programs and employment. See Administrative Procedures.

Adopted: 03-13-2003

Amended: 8-01-2007

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Amended: 12-11-2013

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