

EQUAL EMPLOYMENT OPPORTUNITY

The Fort Dodge Community School District shall provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and affirmative action laws, directives and regulations of federal, state and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, 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 District shall take affirmative action in major job categories where women, men, persons of diverse ethnic and racial backgrounds, and persons with disabilities are underrepresented. Employees will support and comply with the District's established Equal Employment Opportunity and Affirmative Action policies. Employees shall be given notice of this policy annually.

The Board shall appoint an affirmative action coordinator. The affirmative action coordinator shall have the responsibility for drafting the affirmative action plan. The board shall review the affirmative action plan at least every two years.

Individuals who file an application with the District will be given consideration for employment if they meet or exceed the qualifications set by the Board, administration, and Iowa Department of Education for the position for which they apply. In employing individuals, the Board shall consider the qualifications, credentials, and records of the applicants without regard to race, creed, color, ancestry, age, gender, sex, sexual orientation, gender identity, national origin, disability, physical attributes, religion, political party preference, political belief, socioeconomic status, veteran's status, actual or potential parental, family or marital status in its programs, services, and employment practices.

Prior to final offer of employment for any teaching position the school district will perform the background checks required by law. The district may determine on a case-by-case basis that, based on the duties, other positions within the district will also require background checks. Based upon the results of the background checks, the school district will determine whether an offer will be extended. If the candidate is a teacher who has an initial license from the BOEE then the requirement for a background check is waived.

Advertisements and notices for vacancies within the District shall contain the following statement: "The Fort Dodge Community School District is an equal employment opportunity/affirmative action employer." The statement shall also appear on application forms.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, may be directed in writing to:

- US Department of Education
Office of Civil Rights
500 W. Madison St., Suite 1475
Chicago, IL 60661-4544
(312) 730-1560

- Iowa Civil Rights Commission
400 E 14th Street
Des Moines, IA 50319-1004
(515) 281-4121 or 1-800-457-4416.

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. *Complaints at the local level may be directed to the District's Affirmative Action Coordinator, Fort Dodge Community School District, 104 South 17th Street, Fort Dodge, IA 50501 or by telephoning (515) 576-1161.*

Further information and copies of the procedures for filing a complaint are available in the District's central administrative office and the administrative office in each attendance center.

LEGAL REFERENCE: Title VII, 42 U.S.C., §2000 et seq.; ADEA as amended, 29 U.S.C. §621-634; The Rehabilitation Act of 1973, 29 U.S.C. §794 et seq.; The ADA, 42 U.S.C. 12101 et seq.; Iowa Code Section 19B 11, Ch.35C, Chapter 216; I.A.C. Chapter. 281-95.

Adopted: 05/23/73

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