

District Non-Discrimination Statement

The Iowa Falls and Alden School Districts do not discriminate in their education programs or educational activities, or with students, parents, employees and others doing business with or performing services on the basis of race, color, creed, age(except students), religion, sex, marital status, national origin, sexual orientation, gender identity, socio-economic status, or disability in admission or access to, or treatment in, its programs and activities, hiring and employment practices.

It is also the policy for both districts to have curriculum and instructional materials reflect the cultural and racial diversity present in the United States and the variety of careers, roles, and life styles open to women and men in our society. One of the objectives of the total curriculum and teaching strategies is to reduce stereotyping and to eliminate bias due to race, color, creed, age, sex, national origin, religion, marital status, sexual orientation, gender identity, or disability. The curriculum should foster respect and appreciation for the cultural diversity found in our country and an awareness of the rights, duties, and responsibilities of each individual as a multicultural/gender fair society.

Any person who feel they have been discriminated against are encouraged to contact the Alden and Iowa Falls School District's Affirmative Action Coordinator. The Affirmative Action Coordinator for both districts is Dr. John Robbins, Superintendent and can be reached at either the Alden Elementary, 209 Center Street, Alden, Iowa, 50006, email: jrobbins@ifacadets.net, tel:515-859-3393 or at the Iowa Falls Superintendent's Office, 710 North Street, Iowa Falls, Iowa,50126, email: jrobbins@ifacadets.net,tel:641-648-6400.

Any person having inquires concerning the school district's compliance with the regulations implementing Title VI, Title VII, the Americans with Disabilities Act (ADA), § 504 or Iowa Code § 280.3 is directed to contact for the Iowa Falls School District: Michelle Kriegel, High School Counselor, at IFA High School, 1903 Taylor Ave., Iowa Falls, Iowa 50126, email: mkriegel@ifacadets.net tel: 641-648-6440 and for the Alden School District: Kim Nelson, Alden Principal at 209 Center Street, Alden, Iowa, 50006, email:knelson@ifacadets.net,tel:515-859-3393 who have been designated by the Iowa Falls and Alden School Districts to coordinate the school district's efforts to comply with the regulations implementing Title VI, Title VII, the ADA, §504 and Iowa Code 280.3. Any person may also contact the Director of the Region VII office Civil Rights, U.S. Department of Education, Kansas City, Missouri, regarding the school district's compliance with the regulations implementing Title VI or Section 504 or the director of the Iowa Civil Rights Commission, Des Moines, Iowa.

Any persons having inquiries concerning the school district's compliance with the regulations implementing Title IX, is directed to contact for the Iowa Falls School District: Denelle McWherter, at Riverbend MS, 1124 Union Street, Iowa Falls, Iowa 50126, email dmcwherter@ifacadets.net tel: 641-648-6430 and for the Alden School District: Kristy Reynolds, 209 Center Street, Alden, Iowa 50006,

kreynolds@ifacadets.net tel: 515-859-3393 who have been designated by the Iowa Falls and Alden School District to coordinate the school district's efforts to comply with the regulations of Title IX.

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION

Both school districts will 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 school district will take affirmative action in major job categories where women, men, minorities and persons with disabilities are underrepresented. Employees will support and comply with the district's established equal employment opportunity and affirmative action policies.

Individuals who file an application with the school 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 will consider the qualifications, credentials, and records of the applicants without regard to race, color, creed, sex, marital status, national origin, religion, age, sexual orientation, gender identity, socio-economic status or disability. In keeping with the law, the board will consider the veteran status of applicants.

Complaint Procedure: 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, will be directed to Dr. John Robbins, Superintendent

Iowa Falls 710 North Street, Iowa Falls, Iowa 50126 (641-648-6400)
Alden PO Box 48, 209 Center Street, Alden IA 50006 (515-859-3393)

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 also be directed in writing to: Director of the Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661-7204, Phone (312) 730-1560 or Fax (312) 730-1576 or Email: OCR.Chicago@ed.gov This inquiry or complaint to the federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.