

EQUAL EDUCATIONAL OPPORTUNITY

It is the policy of the Edgewood-Colesburg Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact:

Karla Trenkamp, 403 W Union St., Edgewood, IA 52042: 563-928-6412, ktrenkamp@edge-cole.k12.ia.us

In accordance with Title IX of the Education Amendments Act of 1972, the Edgewood-Colesburg Community School District prohibits sex discrimination, including sexual harassment as defined by the regulations implementing Title IX (34 C.F.R. § 106.30), against any individual participating in any education program or activity of the District. This prohibition on discrimination applies to students, employees, and applicants for employment. The Board authorizes the Superintendent to adopt procedures for any individual to report sex discrimination or sexual harassment, and for the investigation and resolution of such complaints.

Any individual with questions about the District's Title IX policy and procedures, or who would like to make a report or file a formal complaint of sex discrimination or sexual harassment may contact the District's designated Title Coordinator, Melissa Conner at 403 West Union St., Edgewood, Iowa, by email at mconner@edge-cole.k12.ia.us, or by phone at (563) 928-6411. A report may also be filed with deputy coordinators:

Karla Trenkamp, ktrenkamp@edge-cole.k12.ia.us, (563) 928-6412, 403 West Union St., Edgewood, Iowa.

Trevor Heying, theying@edge-cole.k12.ia.us, (563) 856-2415, 409 East St., Colesburg, Iowa

Retaliation against a person who made a report or complaint of sexual harassment, assisted, or participated in any manner in an investigation or resolution of a sexual harassment report or complaint is strictly prohibited. Retaliation includes threats, coercion, discrimination, intimidation, reprisals, and/or adverse actions related to employment or education. Any individual who believed they have been retaliated against in violation of this Policy should immediately contact the District's Title IX Coordinator.

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

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.

Cross Reference: 101 Educational Philosophy of the School District
 104 Anti-Bullying/Harassment Policy
 104-R(1) Anti-Bullying/Harassment Policy - Investigation Procedures
 104-E(1) Anti-Bullying/Harassment Policy - Complaint Form
 104-E(2) Anti-Bullying/Harassment Policy - Witness Disclosure Form
 104-E(3) Anti-Bullying/Harassment Policy - Disposition of Complaint Form
 401.01 Equal Employment Opportunity
 502.03 Student Expression and Student Publications Code
 502.03-R(1) Student Expression and Student Publications Code - Regulation
 506.01 Education Records Access
 506.01-R(1) Education Records Access - Regulation

506.01-E(1) Records	Education Records Access - Request of Nonparent for Examination or Copies of Education Records
506.01-E(2)	Education Records Access - Authorization for Release of Education Records
506.01-E(3)	Education Records Access - Request for Hearing on Correction of Education Records
506.01-E(4)	Education Records Access - Request for Examination of Education Records
506.01-E(5)	Education Records Access - Notification of Transfer of Education Records
506.01-E(6)	Education Records Access - Letter to Parent Regarding Receipt of a Subpoena
506.01-E(7)	Education Records Access - Juvenile Justice Agency Information Sharing Agreement
506.01-E(8)	Education Records Access - Annual Notice
603.01	Basic Instruction Program
603.04	Multicultural/Gender Fair Education
802.05	Buildings & Sites Adaptation for Persons with Disabilities
Adopted:	06/17/2002
Revised:	07/01/2025
Reviewed:	07/01/2025