

EQUAL EMPLOYMENT OPPORTUNITY

The Edgewood-Colesburg Community School District 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. Employees will be given notice of this policy annually.

The board will appoint an affirmative action coordinator. The affirmative action coordinator will have the responsibility for drafting the affirmative action plan. The affirmative action plan will be reviewed by the board at least every two years.

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, national origin, religion, age, sexual orientation or disability. In keeping with the law, the board will consider the veteran status of applicants.

Prior to a final offer of employment the school district will perform the background checks required by law. 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. The district will perform repeat background checks on applicable employees as required by law.

Advertisements and notices for vacancies within the district will contain the following statement: "The Edgewood-Colesburg Community School District is an EEO/AA employer." The statement will 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, will be directed to the Affirmative Action Coordinator by writing to the:

Affirmative Action Coordinator
Edgewood-Colesburg Community School District
P.O. Box 315
Edgewood, Iowa 52042

Or, by telephoning (563)-928-6411

Cross Reference:	102	Equal Educational Opportunity
	102-R(1)	Equal Educational Opportunity - Grievance Procedure
	102-E(1)	Equal Educational Opportunity - Annual Notice of Nondiscrimination
	102-E(2)	Equal Educational Opportunity - Continuous Notice of Nondiscrimination
	102-E(3)	Equal Educational Opportunity - Notice of Section 504 Student and Parental Rights
	102-E(4)	Equal Educational Opportunity - Discrimination Complaint Form
	102-E(5)	Equal Educational Opportunity - Witness Disclosure Form
	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
405.02 Licensed Employee Qualifications, Recruitment, Selection
411.02 Classified Employee Qualifications, Recruitment, Selection

Adopted: 2/15/99
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