

EQUAL EMPLOYMENT OPPORTUNITY

The North Scott Community School District will provide equal opportunity to all employees and applicants for employment in accordance with all applicable equal employment opportunity and affirmative action laws, directives, and regulations of federal, state, and local governing bodies and agencies. 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.

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 (except for students), sexual orientation, gender identity, marital status, socioeconomic status, or disability. In keeping with the law, the board will consider the veteran status of applicants.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and affirmative action shall be directed to the Affirmative Action Coordinator by contacting Kelly Rohlf, Equity Committee Chair and Affirmative Action Coordinator, 500 Lost Grove Road, Princeton, IA 52768, telephone number (563) 285-3503.

Inquiries may also be directed, in writing, to the Iowa Civil Rights Department, or to the Director of the Region VII Office of Civil Rights, U.S. Department of Education, 8930 Ward Parkway, Suite 2037, Kansas City, Missouri 64114, telephone (816) 268-0550. Such inquiry or complaint to the state or federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

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

Approved: October 22, 1990
Reviewed: May 11, 2015
Revised: January 28, 2013