



Board Procedure 400.3: Equal Employment Opportunity

Personnel

Iowa Valley Community College District declares and affirms to its students, employees and to the public that it does not discriminate on the basis of sex, race, color, creed, religion, national origin, age, sexual orientation, gender, gender identity, physical attributes, physical or mental ability, veteran status, genetic information, socioeconomic status, and actual or potential parental, family or marital status in its educational programs, activities, admission procedures or employment practices. The District affirms its commitment to comply with all applicable federal, state, and local laws, regulations and orders.

Procedure

The District is firmly committed to prohibiting harassment or discrimination on any basis. It is the District's procedure to employ, retain, promote, terminate and otherwise treat any and all employees and job applicants on the basis of qualifications and competence. The District considers discrimination and harassment of any kind to be serious and will take prompt action when it is discovered.

Any person who believes they have been the recipient of a discriminatory or harassing act may file a complaint with:

- Human Resources, 3702 S. Center Street, Marshalltown, IA 50158, at (641) 844-5525, or email to Equity@iavalley.edu; or
- Student Services, or
- Dean of Academic Affairs, or
- The Director of the Office for Civil Rights, U.S. Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582, Telephone: (303) 844-5695 FAX: (303) 844-4303, TDD 800-877-8339 Email: OCR.Denver@ed.gov.

If you witness or experience discrimination or harassment, we strongly encourage you to report the incident immediately.

If an investigation confirms that a violation has occurred, Iowa Valley Community College District will take corrective action with the offending employee, up to and including immediate termination of employment. Retaliation against persons filing a complaint or for assisting in the investigation following the filing of a complaint is strictly prohibited.

Date of Review: None

Date of Revision: None

Date of Adoption: September 10, 2025

Legal Reference

None

Related Administrative Rules and Regulations

None

Revision History

Formerly Board Procedure 401A; Board Policy 401