



Iowa City Community School District

Educational Services Center

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Iowa City Community School District Statement on Anti-Discrimination and Equity 11/28/16

It is the policy of the Iowa City Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age, marital status, sexual orientation, gender identity or socioeconomic status in our educational programs, activities, and employment practices. This is our stated non-discrimination policy; however, our commitment to equity goes much deeper.

Many of you have told us that you feel unsettled by an increase in discriminatory rhetoric over the past few weeks. Some of you are specifically concerned about your safety based on stories of discrimination and harassment we have seen unfold at both the local and national level. It is disheartening that this is occurring. We will not tolerate this in our schools.

Each of you deserves a safe, secure, and nurturing learning environment. It is our responsibility as educators to provide this environment. It is also our responsibility to ensure that there are mechanisms in place for you and your parents to report instances that do not meet our expectations for such an environment. We then have an obligation to rectify these situations and restore the learning environment for our students.

Within our buildings we will continue to encourage respectful dialogue and courageous conversations around difficult topics allowing us to grow stronger as a family. This District welcomes students of all races, ethnicities and nationalities; students with diverse abilities; students who are LGBT; students with diverse family structures; students who are English language learners; students from all religions; and students from all socio-economic backgrounds. This inclusive environment is one of the things that makes this District one of the best in the nation and we will not tolerate anything less than a deep commitment to equity by all.