

Summary of New Equity Guidance

August, 2015

The Iowa Department of Education (IDOE) and the Iowa Association of School Boards (IASB) are issuing new guidance on three policies and related procedures related to educational equity based on guidance provided by the Office for Civil Rights (OCR), U.S. Department of Education. Because of the timing of the release of this new guidance, districts will have up to one year to implement the changes to current policies and procedures. By September 1, 2016 districts will be accountable for implementing new policies and procedures that align with this guidance.

The following summary outlines prior guidance and the new guidance for 2015-2016:

Prior Guidance	New for 2015-2016
<p>Annual and Continuous Notice of Nondiscrimination.</p> <p>Prior to August, 2015, the guidance for the publication of the annual and continuous notice of nondiscrimination indicated a district could use the same terminology for both notices.</p>	<p>Annual and Continuous Notice of Nondiscrimination.</p> <p>Beginning September 1, 2015, the new guidance for the publication of the annual and continuous notice of nondiscrimination indicates there are two different notice requirements:</p> <ul style="list-style-type: none"> • The annual notice of nondiscrimination must be published prior to the beginning of each school year; must include all of the protected classes; the name, title, address, telephone number and email address of person(s) designated to coordinate Title IX and Section 504 compliance; the district's grievance procedure; <i>and</i> must include a brief summary of the recipient's program offerings and admissions criteria for career and technical education programs. • The continuous notice of nondiscrimination must include all of the protected classes; the name, title, address, telephone number and email address of person(s) designated to coordinate Title IX and Section 504 compliance; and the district's grievance procedure. Continuous notice requirements is met by prominently publishing the nondiscrimination notice on an on-going basis in all major district publications. <p>The new 2015-2016 Guidance for Nondiscrimination Notices can be found soon here:</p>

<p>Civil Rights Grievance Procedure.</p> <p>Prior to August, 2015, the IASB sample policy and related procedures described a four-step process for filing a grievance related to discrimination.</p>	<p>Civil Rights Grievance Procedure.</p> <p>Beginning September 1, 2015, the new IASB sample policy and related procedures include steps required by OCR. The new procedures have been simplified and align more closely with related bullying and harassment complaint procedures.</p> <p>Related IASB Sample Policies: 102 Series</p>
<p>Anti-Bullying and Harassment Policy and Procedures.</p> <p>Prior to August, 2015, the IASB sample policy for procedures to report complaints related to bullying and harassment included a first step for the complainant to “Communicate to the harasser that the individual expects the behavior to stop, if the individual is comfortable doing so.”</p>	<p>Anti-Bullying and Harassment Policy and Procedures.</p> <p>Beginning September 1, 2015, the new IASB sample policy and related procedures will remove this first step based on guidance from OCR and research in best practice. The complaint procedure aligns more closely with related grievance procedures in the case of discriminatory harassment.</p> <p>Related IASB Sample Policies: 104 Series</p>

For more information on this new guidance contact:

Nicole Proesch
Attorney
Office of the Director
Iowa Department of Education
Nicole.proesch@iowa.gov
515-281-8661