

# Non Discrimination Policy

The Board prohibits harassment, bullying, hazing, or any other victimization, of students, school employees, applicants, vendors, visitors, and/or volunteers, based on any of the following actual or perceived traits or characteristics, including but not limited to, age, gender, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, veteran status, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status. Adherence to bona fide occupational/educational qualifications shall not be interpreted as discriminatory.

This policy is in effect while students, employees, applicants, vendors, visitors, and/or volunteers are on property within the jurisdiction of the Board; while on school-owned or school-operated vehicles; while attending or engaging in school-sponsored activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the school or school district.

If you believe you have (or your child has) been discriminated against or treated unjustly at school, please contact the Equity Director, Chuck Benge, at 403 S. 20th Street, Fairfield, IA 52556 or at ([chuck.benge@fairfieldsfuture.org](mailto:chuck.benge@fairfieldsfuture.org)).

[FCSD Board Policy 102E1-Notice of Non-Discrimination](#)