

## MULTICULTURAL AND GENDER FAIR EDUCATION

The Board of Education of the Waterloo Community School District affirms its position that all students will have an equal opportunity for a quality education without discrimination, regardless of their race, religion, creed, color, sex, marital status, national origin, sexual orientation, gender identity or disability.

The educational program, including curriculum, content, and instructional materials utilized by the District, shall reflect the cultural and racial diversity present in the United States and the variety of careers, roles, and lifestyles open to all genders in our society. The curriculum will foster knowledge of, and respect and appreciation for the historical and contemporary contributions of diverse cultural groups, including race, color, national origin, gender, disability, religion, creed, and socioeconomic background. The contributions and perspectives of our diverse student body shall be included in the program.

One of the objectives of the total curriculum and teaching strategies is to reduce stereotyping and to eliminate bias on the basis of race, color, creed, sex, sexual orientation, gender identity, ethnic/national origin, religion, marital status, age, socioeconomic status or disability.

Each school or school district shall incorporate multicultural and gender fair goals for the educational program into its comprehensive school improvement plan.

The District Equity Committee shall annually review the District's adherence to this policy.

Legal Ref.: Iowa Code §§ 216.9; 256.11 (2013).  
281 I.A.C. 12.5(8).

Cross Ref.: 103.0 Nondiscrimination  
503.2 Student Nondiscrimination Policy

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