Nondiscrimination Notices: PK-12 Schools

Effective July 23, 2026

Introduction

Under federal law, public school districts, charter schools, and accredited nonpublic schools that receive federal funds must provide notice of nondiscrimination on a continuous basis. This document details the requirements for nondiscrimination notices and provides sample language for such notices.

Federal Authority for Notice Requirement

The authority for these requirements resides in the following federal regulations:

- Title VI of the Civil Rights Act of 1964 – 34 C.F.R. Part 100
- Title IX of the Education Amendments of 1972 – 34 C.F.R. Part 106
- Section 504 of the Rehabilitation Act of 1973 – 34 C.F.R. Part 104
- Age Discrimination Act of 1975 – 34 C.F.R. Part 110
- Title II of the Americans with Disabilities Act – 28 C.F.R. Part 35

Protected Classes

Table 1 lists the protected classes under federal law that are required in continuous notices of nondiscrimination.

Table 2 lists the protected classes under state law. Districts and schools in Iowa shall include the protected classes in Iowa Code in their continuous notices of nondiscrimination.

Table 1: Federal Protected Classes

Authority	Protected Class
Title VI (Programs and Employment)	Race Color National Origin
Title IX (Programs and Employment)	Sex
Title II of the ADA (Programs and Employment)	Disability
Section 504 (Programs and Employment)	Disability
Age Discrimination Act (Employment)	Age

Table 2: Iowa Protected Classes

Authority	Protected Class
Iowa Code 216.9 (Programs and Employment)	Race Creed Color Sex Sexual Orientation National Origin Religion Disability
Iowa Code 216.9(d) (Programs)	Includes protected classes covered under Iowa Code 216.9 and adds: Actual or potential parental, family or marital status and pregnancy or related conditions
Iowa Code 216.6 (Employment)	Includes protected classes covered under Iowa Code 216.9 and adds: Age

Continuous Notice Requirements

Federal civil rights laws require districts and schools that receive federal funding to provide notice of nondiscrimination on a continuous basis. Districts and schools must implement specific and continuing steps to notify students, parents or legal guardians, employees, applicants for admission, applicants for employment, sources of referral of such applicants, unions with collective bargaining agreements, participants, and beneficiaries, including persons with impaired vision and/or hearing.

The notice must include the following:

- Statement of nondiscrimination in programs and employment;
- List of protected classes;
- Name(s), title(s), address(es), telephone number(s) and email address(es)[1] of the person(s) designated to coordinate Title IX and Section 504 compliance; AND
- District's grievance procedure.
- OPTIONAL but recommended: OCR regional office contact information (see sample below).

Districts are required to prominently publish the notice in the following places:

- District website, apps, and electronic publications
- District/school calendars and planners
- Course catalog
- Staff, student, parent and coaches' handbooks
- Written materials distributed to students and prospective students, including recruitment materials
- Announcements
- Bulletins
- Newsletters
- Local newspapers
- District publications
- Publicly posted notices
- Job application forms

[1] The requirement to include email address(es) is a Title IX requirement. 34 C.F.R. 106.8(a) and (b) (2020).

- Registration materials
- Workplace based learning program contracts
- Any other materials made available to the public

Sample Continuous Notice of Nondiscrimination

It is the policy of [*name of district*] Community School District not to discriminate in its programs, activities, or employment on the basis of race, creed, color, sex, sexual orientation, national origin, religion, disability, age (for employment), and actual or potential family, parental, or marital status and pregnancy or related conditions (for programs). If you have a question or complaint related to this policy, or for information about the district's grievance procedures, please contact [*name and/or title*], [*contact address*], [*contact telephone number*], [*contact email address*] 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.

Department Contact

If you have questions or comments regarding this document, please contact:

SueAnn Johnson
Administrative Consultant
Bureau of School Improvement
Division of PK-12 Learning
Iowa Department of Education
Grimes State Office Building
Des Moines, IA 50319
Phone: (515) 336-3942
Email: sueann.johnson@iowa.gov