

**PANORAMA COMMUNITY SCHOOL DISTRICT**  
**CONTINUOUS NOTICE OF NONDISCRIMINATION**

It is the policy of the Panorama Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact the Equity Coordinator, Liz Ratcliff, at 401 Panther Drive, Panorama, IA, 641-755-2021, [liz.ratcliff@panorama.k12.ia.us](mailto:liz.ratcliff@panorama.k12.ia.us).

Legal Reference: 20 U.S.C. §§ 1221 *et seq.*  
20 U.S.C. §§ 1681 *et seq.*  
20 U.S.C. §§ 1701 *et seq.*  
29 U.S.C. § 206 *et seq.*  
29 U.S.C. § 794  
42 U.S.C. §§ 2000d and 2000e.  
42 U.S.C. §§ 12101 *et seq.*  
34 C.F.R. Pt. 100.  
34 C.F.R. Pt. 104.  
Iowa Code §§ 216.6; 216.9; 256.11; 280.3.  
281 I.A.C. 12.

Cross Reference:

Approved: 11/9/2015

Reviewed \_\_\_\_\_

Revised: