

## **NOTICE OF NONDISCRIMINATION**

It is the policy of the Belmond-Klemme 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:

Cynthia Jensen, Equal Educational Opportunity Grievance Official  
411 10th Avenue NE, Belmond, IA 50421  
(641) 444-4300  
[ckay.jensen@bkcsd.org](mailto:ckay.jensen@bkcsd.org)

Theresa Greenfield, Equal Employment Opportunity Official  
303 East Main Street, Belmond, IA 50421  
(641) 444-4300,  
[theresa.greenfield@bkcsd.org](mailto:theresa.greenfield@bkcsd.org)

Mark Young, Nondiscrimination Official  
1004 7th Street NE, Belmond, IA 50421  
(641) 444-4300  
[mark.young@bkcsd.org](mailto:mark.young@bkcsd.org)

## **NOTICE OF NONDISCRIMINATION IN CAREER AND TECHNICAL PROGRAMS**

The Belmond-Klemme offers career and technical programs in the following areas of study:

- Business,
- Consumer Science,
- Industrial Trades, and
- Vocational Agriculture.

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