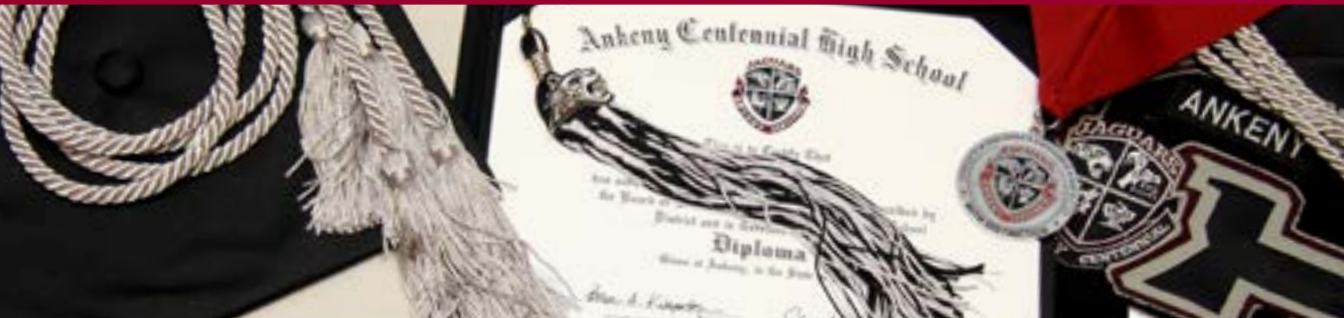




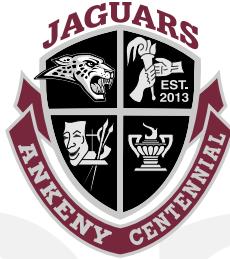
# THE EIGHTH COMMENCEMENT OF ANKENY CENTENNIAL HIGH SCHOOL



SATURDAY, THE TWENTY-NINTH OF MAY, TWO THOUSAND TWENTY ONE

# Class of 2021

community ) challenge ) excellence ) inspiration ) leadership



# ANKENY CENTENNIAL HIGH SCHOOL CLASS OF 2021

## THE EIGHTH GRADUATING CLASS

### CLASS MOTTO

"Our lives are before us, our past is behind us, but our memories are forever with us."  
*Simon Pareek*

### CLASS COLOR

Black

### CLASS FLOWER

White Rose Tipped in Silver

# COMMENCEMENT PROGRAM

SATURDAY, MAY 29, 2021 10:00 A.M.

HILTON COLISEUM, AMES, IOWA

- Processional (please stand) ..... Ankeny Centennial High School Band  
*Pomp and Circumstance* - Elgar (recorded)
- National Anthem..... Ankeny Centennial High School Concert Choir and Cantamus  
*The Star Spangled Banner* - Key (recorded)
- Welcome and Introduction ..... Dr. Al Azinger  
Interim Superintendent of Schools
- Remarks on behalf of the Board of Education ..... Mr. Aaron Johnson  
President
- Honoring the Senior Class and Introduction of Speakers .....Dr. Jill Ulrich  
Ankeny Centennial High School Principal
- Commencement Addresses ..... Volta Adovor, Elizabeth Overberg, Eugene Vifi  
Class of 2021
- Presentation of Class ..... Dr. Jill Ulrich, Principal  
Mr. Adam Busch, Associate Principal, Mr. Joseph Hunter, Associate Principal,  
Mr. Will Dotson, SBSS, Mr. Austin Roy, SBSS
- Presentation of Diplomas ..... Ankeny Board of Education
- America the Beautiful*..... Ankeny Centennial High School Band &  
Ankeny Centennial High School Concert Choir  
Ward, arr. Dragon (recorded)
- Recognition of the Class ..... Volta Adovor and Meghan White  
Student Council
- Recessional .....Ankeny Centennial High School Band  
*Fanfare and Recessional* - Ployhar (recorded)

**Please remain in your seat during the recessional.**

The senior class requests there be no whistling or shouting during the ceremony.

# ANKENY CENTENNIAL HIGH SCHOOL GRADUATING CLASS OF 2021

## Commencement Speakers



### Volta Adovor

is the daughter of Clarice Mensah and Doe Adovor. During her time at Ankeny Centennial, she participated in volleyball, band (in all forms), cross country, speech, basketball, soccer, book club, French Club, National Honor Society, French National Honor

Society, Black Student Union, and received the Silver Cord Award. Volta was also a member of the student council. Outside of school, Volta can be found as a member of the Iowa Collaboration for Youth Development, Ankeny Mayor's Youth Council, Youth Alliance for People's Justice, Youth Volunteer Corps, the education committee chair of the Iowa Youth Congress, and an administrative intern for the Iowa Department of Human Rights. She is passionate about youth engagement and will stay involved in legislative advocacy. Volta has received academic and band letters, two Individual-Speech all state recognitions, Lifeguard of the Week, and the Spirit of the Jaguar award. After graduation, Volta plans to attend the University of Iowa to major in Biochemistry on the pre-pharmacy track and minor in French. Roll Jags!



### Elizabeth Overberg

is the daughter of Nathan and Katie Overberg and sister to Will (ACHS '19). She serves as the President of National Honor Society and is involved in Student Council, Circle of Friends, PEOPEL PE, Beats by Jags, Unified Leadership

Team, Garden Club, French Club, and French National Honor Society. She participates in silver cord by volunteering at Miracle League, Ankeny Area Democrats, and local kids' soccer camps. Elizabeth loves playing for the Ankeny Centennial Girls Soccer Program and the Iowa Rush Soccer Club, and she is the captain of both teams. She takes part in the Ankeny Centennial Individual Speech Team as well, earning All-State honors. In her free time, she enjoys playing sports with her brother, dancing with friends, and playing card games with her family. Elizabeth plans on attending the University of Minnesota to play soccer and pursue her interests in social justice and advocacy.



### Eugene Viti

is the son of Patricia and Eugene Viti. During his time at Ankeny Centennial, he participated in individual speech, student council, student ambassadors, and tennis. He also

served as a member of National Honor Society and Spanish National Honor Society. Eugene was selected for the National Council on Youth Leadership and has received four academic letters, two Spirit of the Jaguar Awards, All-State distinction and a letter for individual speech, and the Silver Cord Award. In his free time, he enjoys volunteering at the Kirkendall Library and Animal Rescue League. Next fall, Eugene will attend Boston University where he will major in public relations and minor in Spanish.

## Graduating Class

Volta Elolo Adovor ■  
Hayes Robert Ahrens  
Eliot Robert Alberhasky  
Jensen Morgan Allen  
Rachel Ann Allen ■✂  
Carlie Frances Anderlik  
Angelique Marie Andersen  
Emma Rose Anderson  
Gabriel Allen Arredondo  
Aiden Blake Ashley  
Lauryn Rose Auderer ✂  
Hayden Harris Avery  
Angela Tirona Bambo ■  
Maci Terrell Banyas ❖  
Ashton Rae Barker  
Raven Marie Barton  
Josie Paige Bearden  
Scott Alan Belshe  
Hannah Marie Bender ✂  
Amanda Elizabeth Bendezu ❖■  
Jack Thomas Benkufsky  
Audrey Kay Bentall  
Joseph Paul Berberich  
Lilly Marie Berg  
Ajla Besic  
Johnathon Bruce Beuter  
Kiran Bhat ❖■  
Madisen Ann Birt

Raylee Denae Bishop ■  
Laney Rae Bissell  
Bailey Rose Blake  
Brody James Blakeslee  
Will Thomas Blevins ❖■  
Jacen Cale Blomme  
Aubree Faith Bloom  
Logan Patrick Boyle  
Dylan Thomas Brehm ❖■  
Morgan Taylor Brennecke  
Addison Loree Bright  
Halle Nichole Brooks  
Blake Alan Brown  
Ella Renee Brown  
Kathryn Nicole Brown  
Lilian Christine Buck  
Annika Marie Burds  
Caden Charles Burke ❖  
Nathan Allen Burns  
Cecilia Joy Burroughs ■  
Brianna Noelle Busch  
Ryan James Bybee ■  
Tegan Wendy Byford ❖■  
Autumn Janiai Joi Cadoree  
Asa Christian Cardines  
Andrew Leon Cardoso  
James David Cardoso  
Lainee Lynn Carey

Jaclyn Kay Carlson  
Katlyn Ann Carlson  
Heather Carmona Maciel  
McKenna Joy Carr  
Madelina Faith Carreon  
Kinsey Rae Caruth  
Toviel Isaac Cayton  
Christopher James Ceplecha ❖  
Kylee Nicole Chambers  
Hunter Chi  
Kaden Robert Christensen  
Anna Elizabeth Christiansen  
Angelika Ann Clark  
Makayla May Clark  
Sydney Rae Clark ✂  
Wesley Nathan Clark ■  
Tarin Siri Clements  
Kieran Jeffery Cline  
Thomas Lee Collins  
Lily Angelica Cook  
Avery Renae Coons  
Macy Jayne Cowman  
Eleanor Susan Christine Cox  
Gavin Jay Crees  
JaRon Jacob Crews  
Mia Catherine Crivaro  
Tanner Lee Cronk  
Seth John Cswercko

Alayna Jo Cullen  
 Connor Jay Cunningham ■  
 Marcus James Cutsforth  
 Jack Matthew Davis  
 Makayla Paige Davis  
 Joshua Steven Deaton ■  
 Abigail Elizabeth Den Adel  
 Lawrence Lin Deng ❖■  
 Blake Douglas DePhillips  
 Joseph Michael Devereux  
 Grace Marie Dickinson  
 Eva Grace DiMeo ❖■%  
 Samuel Doyle DiMeo  
 Carter Quinten Dirksen  
 Olivia Grace Dittmar  
 Emma Catherine Donnelly  
 Hannah Kayleen Doup  
 Aubrey Catherine Dyer  
 Noah Ralph Ede  
 Bethany Marie Ehmcke  
 Lennon James Elliot  
 Emlyn Nicole Elsberry  
 Macy Jo Epp  
 Kole Gerald Erixon  
 Maria De Los Angeles Espinoza Noriega  
 Clayton William Fenton  
 Ellie Nicole Ferlitsch  
 Ethan Lee Ferriss  
 Tate Edward Fina  
 Maggie Elizabeth Fisher  
 Thomas Sean Foley  
 Jordan Lee Foss  
 Kara Marie Foster  
 Ryan Michael Foster  
 Benjamin Tanner Fountain  
 Mikayla Jean Fouraker  
 Juslyn Stephanie Freeman  
 Ellyse Marie Froehlich ■  
 Paige Marie Froelich  
 Samuel Todd Gammon  
 Amukta Gantalamohini ■  
 Matthew John Garland  
 Kyrillos George Girgis  
 Shannyn Sue Glasgow  
 Jackson Christopher Glenn  
 Mayah Lyn Gorsh  
 Sarah Eileen Grabenbauer  
 Tyler James Graham ■  
 Mikaela Gabrielle Greathouse  
 Owen Edward Gruenwald  
 Claudia Lee Guan %  
 Joseph Edward Guddall  
 Jordyn Jill Gustafson  
 Peter Ramon Indab Guzman  
 Dzenan Hadzikadunic  
 Max Aaron Halbach ■%  
 Kathleen Anne Hampton  
 Brooke Proffitt Hance  
 Arlan Christopher Hanlon  
 Trey William Hansen  
 Zachary Chris Hansen ❖■

Drew David Harmon  
 Leslie Nicole Hartman  
 James Allan Haugh  
 Ethan James Hauschildt  
 Harrison Lauren Haynes  
 Logan Robert Hebel  
 Jack Thomas Heckenlaible  
 Elias Matthew Heidick  
 Alex Neil Heimer  
 Zoe Bobby Helmke  
 Carson Tyler Hempel  
 Allison Niehaus Herke  
 Tyler Michael Higgins  
 Amelia Ann Hill  
 Elizabeth Ann Hinton  
 Leah Claire Hofstadter  
 Chase Aaron Hohanshelt  
 Abby Geneve Housker ■  
 Nathaniel William Howe  
 Karissa Lea Howlett  
 Emily Marie Huff  
 Christopher Lee Hunt  
 Emelia Anne Hunt  
 Kyle Nhat Huynh  
 Katelyn Marie Hytrek ■  
 Kaden Deon Ingram  
 Andrew Jeffrey Janes  
 Treyton Elliot Jansma  
 Kyle Dean Janssen  
 Landen Pierce Jennings  
 Brock Harley Jensen  
 Katherine Anna Jensen  
 Mason William Jensen ■  
 Michael Thomas Joensen  
 Jordan Kay Johnson  
 Keiton Jeffrey Johnson  
 Megan Janet Johnson  
 Tyler James Johnson  
 Macie Pearl Johnston  
 Austin Alan Jones ■  
 Kylee SueEllen Jones  
 Nathan Ronald Jones  
 Oliver Shio Jones  
 Rachel Michelle Jones  
 Shaylen Abigail Marie Jones  
 Sierra Marie Jones  
 Trinity Velvet Jones  
 Jennifer Eve Jordan  
 Zakary Stephen Jorgensen  
 Alyson Nicole Jumper  
 JaKyla RaeLease Kaniaru %  
 Logan Ryan Keenan ■  
 Allison Renae Kenney  
 Parker Ashton Kintigh ❖%  
 Samantha M Klug  
 Madeline Grace Kohl  
 Krishna Kopparapu  
 Talia Rose Krewson  
 Jalissa Kathleen Josie Kroneman  
 Joseph Bennett Krueger ❖■  
 Taylor Ann Kruse

Luka David Kruzich  
 Miranda Elizabeth Kuehl  
 Jacob Dale LaClair  
 Brooke Ilene Lage  
 Sophia Marie Lampe  
 Savannah Jo Lane  
 Macie Jean Langstraat  
 Bailey Ann Lawrence  
 Kiley Amber Ledbetter  
 Sydney Ann Lee  
 Dylan Michael Leffer  
 Halley Lea Livingston  
 Grace Elaine Loney  
 Natalie Raya Long  
 Mackenzie Ellen Longmire  
 Jayden Thomas Lord  
 Chad Allen Louis  
 Emerson Amelia Love  
 Alison Kay Lundberg ❖■%  
 Cole Michael Lynch  
 Nicholas James Mackaman  
 Garret Paul Madison  
 Sydney Ann Madison  
 Asia Mae Makundi  
 Maxwell Robert Marold  
 Mason B Maronn  
 Ryann Nicole Marzen  
 Jade Erin Massoth  
 Ella Wylie Maurer  
 Colin William McAleer  
 Hunter Matthew McCabe  
 Kaylee Elizabeth McClaskey  
 Miles Thomas McGlothlen  
 Nathan Alexander McKeever  
 Jack Francis McTaggart  
 Josephine Ann McTaggart  
 Grace Nicole Meador  
 Katie Anne Meers  
 JT Xavon Meier  
 Alexander Christopher Merk  
 Abigail Eloise Miller  
 Abigail Jacqueline Miller

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❖ Denotes graduates in the top 5% of the class as determined by either weighted or unweighted grade point average (GPA).

■ Denotes graduates receiving an Honors Diploma who have completed all graduation requirements, have a weighted GPA of 3.67 or higher after 7 semesters, and have earned 12 or more honors points for various academic achievements.

% Denotes graduates who received the Seal of Biliteracy for demonstrating an advanced level of academic proficiency in two or more languages, one of which is English.



Gabrielle Jo Miller  
Grant Edward Miller ❖■  
Weston Lee Miner  
Brianna Marie Minnihan  
London B Mitchell  
Colin Christopher Moran  
Xavier Whitt Morgan  
Jalen Lemont Michael Morrow  
Andrew Felix Moses  
Rylee Rae Mott  
Amra Mrkonjic  
Jaavin Leo Mueller  
Grace Elizabeth Mullins ❖  
Luke Avery Murray  
Sydney Taylor Murray  
Kobe Glen Naber  
Kaylen Elise Naert  
Griffin William Neal  
Erin Marie Nepl  
Jade Faber Nettrour ❖■❖  
Cody Everett Nihart  
Jaden James Nithang  
Lillian D'Nae Nordstrom  
Halle G Northway ❖  
Emmy Gloria-Jean O'Meara  
Brodi Lyn Oakley  
Nicholas Bradley Obermeier  
Zeynep Oghan ❖■  
Hunter Aaron Olmstead  
Elizabeth Marie Overberg ❖■  
Isaac Allen Oxenreider  
Raina Celeste Paeper ❖■  
Cordelia Corrine Page  
Mary Gwendolyn Page  
Kaedee Lee Pagliai  
Lindsey Marie Paulson  
Alice Jordan Pauly  
Taylor Lane Pease  
Sophie Marie Peck  
Daniel Johnathan Pedashov  
Kaylyn Lee Peel  
Paige Lynn Peterson  
Maggie Grace Phipps ❖  
Jacklyn Raye Pippett  
Lauren Diana Playle ■  
Michael Ronald Green Poetry  
Natalia Portal-Figueroa ❖  
Jackson Paul Powell  
Kayden Michael Presnall  
Macee Adalynn Pruisner  
Bryce John-Robert Purtill  
Kaelynn Marie Quam

Raina Hailey Rakoczy  
Riley Henry Rakoczy  
Grace Ann Rathbun  
Carter David Reddel  
Jadyn Alexis Reha  
Adisyn Anne Riley  
Jenna Renae Ringwald ❖■❖  
Isabella Ann Rivera ❖■  
Isabella Rose Robben  
Harley Dawn Rozeboom  
Jonathan Ryan Saddoris  
William Edward Sales IV  
José Pedro San Martin Montero ❖  
Nicholas Carl Sawnor  
Olivia Rose Schaeffer ■❖  
Donna Isabella Scheid  
Kylie Jean Schultz  
Carson Paul Schulz  
Ella Kate Schulz ■  
Hailey Mirriam Scroggins  
Dallon Tyler Seedorf  
Morgan Rae Severseike ■  
Caleb Matthew Shafer  
James William Shafer II  
Natalie Lyn Shanks  
Mikayla Ann Sharp  
Haley Marie Sheire  
Isabelle Ann Shonka  
Selma Smajlovic  
Kayla Paige Smalley  
Alexis Elaine Smith  
D'Eric Isaiah Smith  
Jessica Ruth Smith  
Keegen Lemar Mach Smith  
Thomas Anthony Smith  
Zachary David Solis ❖❖  
Ethan Paul Pierre Squires  
Andrew Michael Stapleton ❖■  
Carter Thomas Stark ❖  
Meadow Kelly Stephens  
Isabella Gwendolyn Sterling ❖  
Kaden Wade Stewart  
Logan Patrick Stewart  
Hannah May Stober  
Jonathan Michael Stockwell ■  
Elizabeth Noel Strom  
Allison Wanqing Su ❖■  
Jordan Wanyang Su ■  
Elijah Robert Suarez  
Miranda Nicole Takle  
Scott Paul Talmadge  
Spencer Todd Thiele ❖■

Jena Mae Thieleke  
Logan Suzanne Thorpe  
Andrew John Duncan Tilton  
Anna Elizabeth Margaret Todsen  
Katherine Jo Tramp  
Jordyn Tiana Troster  
Elizabeth Thanh Truong  
Benjamin Ryan Tullis  
Leighanna Nicole Turner  
Ryan N Uhl  
Gracie Mae Valerio-Garsow ❖  
Emma Caroline Van Aernam  
Preston James Van Blair  
Sydney Lynn VanRoekel  
Kinley Rae Vaudt  
Owen Robert Vernon  
Eugene Joseph Viti ❖■  
Emily Anne Vortherms ■  
Kathryn Lynne Vortherms ❖■  
Dawsyn Gregory Wadsworth  
Carson Michael Walker Jr.  
Rosemary Elizabeth Walls  
Lathan Jay Welbourn  
Jackie Ray Wells  
Jenna Elizabeth Wendt  
Steven David Whelan  
Carter Jon White  
Meghan Nicole White ❖■  
Catalina Michelle Wiederholt  
Nathan Charles Wilde  
Breanna Rose Williams  
Collin Andrew Williams  
Natalie Sue Williams  
Kaylee Sue Wilson  
Michael Allen Winters  
Griffin Lee Wischart  
Jackson Charles Woltz  
Cailyn Alexis Wright  
Carson Gregory Wycoff  
Flor De Maria Zepeda  
Patrick Thomas Zipprian

# DISTRICT AND SCHOOL STAFF

## Board of Education

Aaron Johnson, President\*  
 Amy Tagliareni, Vice President\*  
 Deshara Bohanna, Director\*  
 Katie Claeys, Director\*  
 Jim Ford, Director\*  
 Lori Lovstad, Director\*  
 Ryan Weldon, Director\*

## ACHS Administration

Dr. Jill Ulrich, Principal\*  
 Adam Busch, Assoc. Principal\*  
 JD Hunter, Assoc. Principal\*  
 Scott Garvis, Activities Director\*  
 Will Dotson, SBSS\*  
 Austin Roy, SBSS\*

## District Administration

Dr. Al Azinger, Interim Superintendent\*  
 Dr. Darin Haack, Chief Operations Officer  
 Dr. Jen Lindaman, Chief Academic Officer  
 Jennifer Jamison, Chief Financial Officer  
 Jessica Dirks, Chief HR Officer

## ACHS Faculty

### Art

Holland Evermore  
 Dave Zuck

### Career & Technical Education

Lisa Andersen  
 Scott DeJong  
 Adam Girard  
 Nina Kyler  
 Ryan Ridout  
 Jamie Yoss

### English Language Learning

Angela Boyd

### Counseling

Ashley Brown  
 Janae Griffith  
 Jason Steinkamp  
 Sarah Thorsbakken

### Instructional Coaches

Chris Allen  
 Julie Blevins  
 Jason Dager  
 Mitzi Petersen

### Music

Nolan Henkle  
 Scott Hook  
 Nick Rueckert  
 Elliott Stern  
 Abigail Saner

### Language Arts

Emily Aukes  
 Nancy Bakke  
 Erin Blessman  
 Drew Cumings-Peterson  
 Julie Cusack  
 Carolyn Kleen

### Mathematics

Eric Klingensmith  
 Teresa Lawler  
 Kelcy Lofgren  
 Jon Russell  
 Leslie Stratton  
 Carlos Aldape  
 Eric Cogdill  
 Dana DeGeeter  
 Alexa Devore  
 Laura Eklund  
 Devin Hansen  
 Julie Heitz  
 Hanna Hoodjer  
 Warren Lofgren  
 Karen O'Loughlin  
 John Petersen  
 Ryan Petersen  
 Shantell Smith  
 Cullen Stevens  
 Teacher Librarian  
 Tom Honz

### Modern Language

Jennifer Aguirre  
 Kristin Carey  
 Jing Gao  
 Pam Lund  
 Sarah Oswald  
 Renee Pepper  
 Tammy Simms

### Nurse

Krystal Stanford

### Physical Ed/Health

Mike Gettemy  
 Dave Jones  
 Jodi Larson  
 Peter Rameh  
 Annie Stoessel

### Science

Eric Anderson  
 Taylor Davenport  
 Kristi Deaver  
 Chad Fickbohm  
 Kate Harken  
 Mark Hey  
 Whitney Leverich  
 Anita Singh  
 Jessie Vander Weerd  
 Crystal Walker

### Social Studies

Andrew Branan  
 Bob Fontana  
 Tim Garner  
 Tony Klein  
 Andrew Kruzich  
 Patrick McDermott  
 Michael Miller  
 Brad Pooch  
 Dave Richard  
 Lisa Thorn

### Special Services

Amy Bossard  
 Ellen Phelan  
 Cindy Crouch  
 Jessica Dager  
 Carolyn Darnielle  
 William Dickens  
 Taya Donovan  
 Jill Guthrie  
 Frank Jensen  
 Jami Jensen  
 Andrew Payton  
 Erin Van Dorin  
 Clayton Werkman

## Congratulations!

On behalf of the Ankeny Community School District, I would like to congratulate each member of the class of 2021. History will indicate this class has excelled in academics, activities, arts, and athletics.

As you reflect upon your school experience, take with you a feeling of accomplishment. Use the lessons you have learned to face new challenges with confidence and determination, striving to make a difference in the world around you.

Congratulations on being a member of the eighth graduating class of Ankeny Centennial High School. You have made us very proud.

**Dr. Al Azinger**  
 Interim Superintendent of Schools

**Congratulations** to each of you on this special day. We are here to celebrate the many accomplishments of the class of 2021 and to honor each one of you as you successfully transition to the next step on your journey.

As graduates of Ankeny Centennial, you have embraced the Spirit of the Jaguar and continued the ACHS traditions of excellence, service, compassion, collaboration, and hard work. You have left a legacy to which other classes will aspire.

Go into the world to lead, to serve, to make a difference; and come home to tell us of your successes. It has been an honor to have been your principal.

Best wishes,

**Dr. Jill Ulrich**  
 Ankeny Centennial Principal

\* Denotes members of the Board of Education, District and High School Administration on stage during commencement.

## Embellishments to the Cap and Gown

**Black and Silver Cords:** Seniors wearing a combination of black and silver cords are ranked in the top 5% of their class by either weighted or unweighted GPA.

**Gold Cords** denote members of the National Honor Society. Students apply and are selected by a faculty committee on the basis of their academic record, involvement in community and school extracurricular activities, character and a written essay.

**Silver Cords** denote seniors recognized for outstanding community service through the Silver Cord program, completing more than 120 hours of community service over a three-year period.

**Blue and Gold Cords** denote members of the Quill and Scroll Society. Students must exhibit superior performance in journalism or school media and devote time and positive attitude to involvement with yearbook or school newspaper throughout their high school career.

**Medals:** Seniors wearing medals have been recognized in one or more areas:

- **Principal's Academic Excellence Award:** Includes students who have achieved an "A" average, or a cumulative 3.676 to 3.99 grade point average on a weighted grade scale during the first seven semesters of high school.
- **Principal's Scholar Award:** Given to students who have achieved a cumulative grade point average of 4.0 or higher on a weighted grade scale during the first seven semesters of high school.
- **Spirit of the Jaguar Award:** Given to students who were nominated by a staff member for displaying one of the six pillars of the Jaguar Creed.



**ANKENY**  
COMMUNITY SCHOOL DISTRICT

District Office 306 SW School Street PO Box 189 Ankeny, IA 50021-0189  
P: 515.965.9600 F: 515.965.4234 W: [ankenyschools.org](http://ankenyschools.org)

It is the policy of the Ankeny 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 Ken Morris, Jr., Equity Director at 306 SW School Street, Ankeny, IA 50023, 515/965-9600 or [kenneth.morris@ankenyschools.org](mailto:kenneth.morris@ankenyschools.org). The grievance will then be directed to the appropriate administrator charged with managing the program or department specified in the grievance.