

**NOVA CLASSICAL ACADEMY**  
**MANUAL OF POLICIES APPROVED BY THE BOARD OF DIRECTORS**

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**POLICY 102:**  
**EQUAL EDUCATIONAL OPPORTUNITY**

***[Note: School districts are required by statute to have a policy addressing these issues.]***

**I. PURPOSE**

The purpose of this policy is to ensure that equal educational opportunity is provided for all students of **the school district Nova Classical Academy**.

**II. GENERAL STATEMENT OF POLICY**

- A. It is **the school district's Nova Classical's** policy to provide equal educational opportunity for all students. **The school district Nova Classical** does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, parental status, status with regard to public assistance, disability, sexual orientation, including gender identity and expression, or age. **The school district Nova Classical** also makes reasonable accommodations for **disabled** students **with disabilities**.

***[Note: Part of the definition of “sexual orientation” within the Minnesota Human Rights Act (MHRA) is “having or being perceived as having a self-image or identity not traditionally associated with one’s biological maleness or femaleness,” which is how gender identity and expression gain protection under the MHRA. Minn. Stat. § 363A.03, Subd. 44.]***

- B. **The school district Nova Classical** prohibits the harassment and discrimination of any individual for any of the categories based on any of the protected classifications listed above. For information about the types of conduct that constitute violation of **the school district's Nova Classical's** policy on harassment and violence and **the school district's Nova Classical's** procedures for addressing such complaints, refer to **the school district's Nova Classical's** policy on harassment and violence **(Policy 413)**.
- C. **Nova Classical** prohibits discrimination of students with a disability, within the intent of Section 504 of the Rehabilitation Act of 1973 (Section 504), who need services, accommodations, or programs in order to receive a free appropriate public education. For information as to protections that may apply pursuant to Section 504 and Nova Classical's corresponding procedures for addressing disability discrimination complaints, refer to Nova Classical's policy on student disability nondiscrimination **(Policy 521)**.
- D. **Nova Classical** prohibits sexual harassment discrimination of any individual on the basis of sex in its education programs or activities. For information as to the protections that apply pursuant to Title IX and Nova Classical's

corresponding procedures and processes for addressing sexual harassment and discrimination, refer to Nova Classical's policy on Title IX sex nondiscrimination (Policy 522).

- E. This policy applies to all areas of education including academics, coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment.
- F. It is the responsibility of every school district Nova Classical employee to comply with this policy conscientiously.
- G. Any student, parent or guardian having any questions regarding this policy should discuss it with the appropriate school district Nova Classical official as provided by policy. In the absence of a specific designee, an inquiry or a complaint should be referred to the Executive Director.

**Legal References:** Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)  
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)  
20 U.S.C. § 1681 *et seq.* (Title IX of the Education Amendments of 1972)  
42 U.S.C. § 2000d *et seq.* (Title VI of the Civil Rights Act of 1964)  
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)

**Cross References:** MSBA/MASA Model Policy 402 (Disability Nondiscrimination)  
MSBA/MASA Model Policy 413 (Harassment and Violence)  
MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)  
MSBA/MASA Model Policy 522 (Student Sex Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process)

MSBA/MASA Model Policy 102 Orig. 1995  
Revised: ~~2017~~ 2021

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