

Revised: 7/17/2023

102 EQUAL EDUCATIONAL OPPORTUNITY

I. PURPOSE

The purpose of this policy is to ensure that equal educational opportunity is provided for all students of Crosslake Community Schools (CCS).

II. GENERAL STATEMENT OF POLICY

- A. It is CCS's policy to provide equal educational opportunity for all students. CCS does not unlawfully discriminate on the basis of one or more of the following: race, color, creed, religion, national origin, sex, marital status, parental status, status with regard to public assistance, disability, sexual orientation or age. CCS also makes reasonable accommodations for students with disabilities.
- B. CCS prohibits 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 CCS's policy on harassment and violence and CCS's procedures for addressing such complaints, refer to CCS's policy on harassment and violence (Policy 413 Harassment and Violence).
- C. CCS 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 CCS's corresponding procedures for addressing disability discrimination complaints, refer to Policy 521 (Student Disability Notification) on student disability nondiscrimination.
- D. CCS 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 school CCS's corresponding procedures and processes for addressing sexual harassment and discrimination, refer to Policy 522 (Student Sex Nondiscrimination) on Title IX sex nondiscrimination.
- E. CCS shall provide equal opportunity for members of each sex and to members of all races and ethnicities to participate in its athletic program. In determining whether equal opportunity to participate in athletic programs is available for the purposes of this law, at least the following factors shall be considered to the extent that they are applicable to a given situation: whether the opportunity for males and females to participate in the athletic program reflects the demonstrated interest in athletics of the males and females in the student body of the educational institution; whether the opportunity for members of all races and ethnicities to participate in the athletic program reflects the demonstrated interest in athletics of members of all races and ethnicities in the student body of the educational institution; whether the variety and selection of sports and levels of competition effectively accommodate the demonstrated interests of members of each sex; whether the variety and selection of sports and levels of competition effectively accommodate the demonstrated interests of members of all races and ethnicities; the provision of equipment and supplies; scheduling of games and practice times; assignment of coaches; provision of locker rooms; practice and competitive facilities; and the provision of necessary funds for teams of one sex.
- F. Every school district employee shall be responsible for complying with this policy.
- G. Any student, parent or guardian having a question regarding this policy should discuss it with the appropriate school district official as provided by policy. In the absence of a specific designee, an inquiry or a complaint should be referred to the director.

Legal References: Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)
Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)
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 413 (Harassment and Violence)
MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)
MSBA/MASA Model Policy 522 (Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process)

Policy 102 Equal Education Opportunity is also found in the Staff Handbook.

Policy 102 Equal Education Opportunity is a requirement of Osprey Wilds' and Minnesota Department of Education's Annual Charter School Assurances submission by October 31 of each year.