

**522 TITLE IX SEX NONDISCRIMINATION POLICY & GRIEVANCE PROCEDURE**

**I. GENERAL STATEMENT OF POLICY / NOTICE OF NONDISCRIMINATION**

- A. The school district does not discriminate on the basis of sex, including discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in employment.
- B. Inquiries about Title IX may be referred to the Title IX Coordinator(s), the United States Department of Education’s Office for Civil Rights, or both. The school district’s Title IX Coordinators are:

Tracy Flynn Bowe, JD, MA  
District Title IX Coordinator  
Executive Director of Human Resources & Labor Relations  
320-370-8045  
[Tracy.bowe@isd742.org](mailto:Tracy.bowe@isd742.org)

Shane Keating  
Alternate District Title IX Coordinator  
Director of Human Resources  
320-370-8047  
[Shane.keating@isd742.org](mailto:Shane.keating@isd742.org)

In addition, there is an Assistant Title IX Coordinator for each school site in the district. Student complaints pursuant to this policy should generally be directed to the building Assistant Title IX Coordinator. The school site Assistant Title IX Coordinators and their contact information can be found on the Title IX page of the district website at the following link: <https://www.isd742.org/about-us/title-ix>.

- C. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please contact the Title IX Coordinator identified above or refer to the district’s Title IX page at <https://www.isd742.org/about-us/title-ix> to find the Assistant Title IX Officer at your school site.

- D. The school district’s nondiscrimination policy and grievance procedures can be located on the school district’s website as Policy 522 and the grievance procedures can be located on the district’s Title IX page at <https://www.isd742.org/about-us/title-ix>.
- E. The effective date of this policy is August 1, 2024, and applies to alleged violations of this policy occurring on or after August 1, 2024.

**Legal References:** Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)  
Minn. Stat. §§ 121A.40 – 121A.575 (Minnesota Pupil Fair Dismissal Act)  
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)  
20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments)  
34 C.F.R. Part 106 (Implementing Regulations of Title IX)  
20 U.S.C § 1400, *et seq.* (Individuals with Disabilities Education Act)  
29 U.S.C. § 794 (Section 504 of the Rehabilitation Act)  
42 U.S.C. § 12101, *et seq.* (Americans with Disabilities Act)  
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act of 1974)

**Cross References:** MSBA/MASA Model Policy 102 (Equal Educational Opportunity)  
MSBA/MASA Model Policy 413 (Harassment and Violence)  
MSBA/MASA Model Policy 506 (Student Discipline)

**BOARD POLICY 522**

St. Cloud Area School District 742  
St. Cloud, Minnesota

Adopted: August 24, 2000  
Revised: December 7, 2016  
Reviewed/No Change: April 2018  
Reviewed/No Change: February 2019  
Revised: September 1, 2021  
Revised: \_\_\_\_\_, 2024