

## 538 ANTI-DISCRIMINATION POLICY

**ADOPTED: October 17, 1994**

**REVISED: \_\_\_\_\_**

WHEREAS, Minn. Stat. 125.14 requires that districts comply with both state and federal law prohibiting discrimination. And Title IX of the Education Amendments of 1972 and the regulations promulgated thereunder require the adoption of policy against discrimination on the basis of sex.

1. Compliance with Non-Discrimination Laws:

It is the policy of School Board of Independent School District No. 2143 to comply with the applicable federal and state law prohibiting discrimination to the end that no person protected by such law shall, on the grounds of sex be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any educational program (or in employment, or recruitment, consideration, or selection); therefore, whether full time or part time under any education program or activity operated by the district.

2. Implementation of Policy:

To effectuate the provisions of the policy the school board directs the Superintendent of Schools to take the following steps as soon as possible:

A. Management System:

Develop and implement a management system to attempt to assure compliance with the provisions of Title IX of the Education Amendments of 1972, to the extent applicable, in the following areas:

- (1) Educational programs
- (2) Athletics
- (3) Counseling
- (4) Activities and Facilities, specifically:
  - (a) Financial assistance to students
  - (b) Employment programs for students
  - (c) Health and Insurance plans
  - (d) Housing of students
- (5) Employment with the district, especially focusing on the

following practices:

- (a) Testing
- (b) Recruitment
- (c) Compensation
- (d) Job Classification
- (e) Fringe Benefits
- (f) Marital or Parental Status
- (g) Employment Advertising

Nor will the district contract with any employment agency that indulges in any of the above-listed forms of sex discrimination.

**B. Evaluation:**

Evaluate on a continuous basis the district's operation of the requirements of applicable federal and state law prohibiting discrimination on the basis of sex.

**C. Modification:**

Attempt to modify those aspects of the district's operation which do not conform to federal and state law prohibiting discrimination on the basis of sex.

**D. Effects of Past Discrimination:**

Upon a binding determination of past discrimination take remedial steps where indicated to eliminate the present effects of such past discrimination.

**E. Reporting Modification:**

Upon request, where required, provide to Department of Education a description of any modification made pursuant to paragraph (C) above.

**F. Notice:**

Notice of this policy shall be transmitted to all persons affected by its implementation. This group includes:

- (1) Students
- (2) District Employees
- (3) Parents

- (4) District Employee Unions and Organizations
- (5) The communities lying within the district

**G. Compliance Officer:**

Assign responsibility for the implementations of provisions of civil rights laws to the Title IX compliance officer for the district, whose name is Joel Whitehurst, Superintendent, 507-362-4432.