

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 School District No. 182.

II. GENERAL STATEMENT OF POLICY

- A. It is the school district's policy to provide equal educational opportunity for all students. The school district 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 or age. Students with disabilities are entitled to a free appropriate public education that includes general education, special education, and/or related aids and services.

[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 prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute violation of the school district's policy on harassment and violence and the school district's procedures for addressing such complaints, refer to the school district's policy on harassment and violence.
- C. This policy applies to all areas of education including academics, coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment.
- D. It is the responsibility of every school district employee to comply with this policy conscientiously.
- E. Any student, parent or guardian having any questions 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 superintendent.

Superintendent of Schools
District Office
711 Poplar Street
Crosby, MN 56441
218/545-8801

Additional contact information is available at:
https://www.ci.k12.mn.us/contact_us

A student, parent or employee can file a complaint with OCR at any time:

Office for Civil Rights,
Chicago Office
U.S Department of Education
John C. Kluczynski Federal Bldg.
230 S. Dearborn Street 37th Floor
Chicago, IL 60604
Tel: 312/730-1560
Fax: 312/730-1576
Email: OCR.Chicago@ed.gov

Students, parents and employees may file a complaint of discrimination with:

MN Department of Human Rights
Griggs Midway Building
540 Fairview Avenue N, Suite 201
St. Paul, MN 55104
800/657-3704
651/539-1100
Email: info.mdhr@state.mn.us

Employees may file a complaint of discrimination with:

Equal Employment Opportunity Commission
Towle Building
330 South 2nd Avenue, Suite 720
Minneapolis, MN 55401-2224
Unites States
Phone: 612/552-7306
Fax: 612/335-4066
TTY: 800/669-6820
ASL Video Phone: 844/234-5122

The district's grievance procedure can be found on the district website at: <https://5il.co/gxxf>

The district's 504 and Title IX Coordinators can be found on the district website at:
<http://crosbyirontomn.apptegy.us/o/cisd/page/human-rights-non-discrimination>

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

Cross References: Policy 402 (Disability Nondiscrimination)
Policy 413 (Harassment and Violence)
Policy 521 (Student Disability Nondiscrimination)
Policy 522 (Student Sex Nondiscrimination)