



**FOREST LAKE AREA SCHOOLS  
FOREST LAKE, MN 55025**

**April 4, 2019**

**AGENDA ITEM: 9.10**

**TOPIC: Equal Educational Opportunity – Policy 535**

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

**PROCESS:** The School Board Policy Committee has reviewed this policy, and they are presenting it to the School Board with the changes noted per the MSBA updates.

**RECOMMENDATION:** Approval of this policy.

*[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.

II. GENERAL STATEMENT OF POLICY

A. ~~It is the school district's~~ The policy of the school district is 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, including gender identity and expression, or age. The school district also makes reasonable accommodations for disabled students.

*[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 e~~Every school district employee shall be responsible for ~~to~~ complying with this policy conscientiously.
- E. Any student, parent or guardian having ~~any~~ questions regarding this policy should discuss it with the Director of Administration & Human Resources or the Director of Educational Services. In the absence of a specific designee, an inquiry or a complaint should be referred to the Superintendent.

**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. § 12101 *et seq.* (Americans with Disabilities Act)

*Cross References:* Disability Nondiscrimination Policy 432  
Harassment and Violence Policy 425  
Student Disability Nondiscrimination Policy 536  
Student Sex Nondiscrimination Policy 421

Adopted: 6/7/99  
Revised: 3/31/11