

INDEPENDENT SCHOOL DISTRICT 283

SECTION/FILE 102 DATE OF ADOPTION 7/12/76

AFFIRM/REVISE 5/26/87; 2/13/06; 6/12/07;3/10/08; 10/25/10;10/24/11; 10/23/17; 5/28/24 (FIRST READING)

TITLE Equal Educational Opportunity

I. PURPOSE

The purpose of this policy is to ensure that equal educational opportunity is provided for all students of ~~the school district~~ St. Louis Park Public Schools.

II. GENERAL STATEMENT OF POLICY

- A. It is the ~~school d~~District’s policy to provide equal educational opportunity for all students. The ~~school d~~District does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, gender, marital status, parental status, status with regard to public assistance, disability, sexual orientation, **including gender identity and expression**, or age. The ~~school d~~District also makes reasonable accommodations for disabled students.
- B. The ~~school d~~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 d~~District’s policy on harassment and violence (Policy 413).
- C. The District 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 the District’s corresponding procedures for addressing disability discrimination complaints, refer to the District’s policy on student disability nondiscrimination (Policy 521).
- D. The District 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 District’s corresponding procedures and processes for addressing sexual harassment and discrimination, refer to the District’s policy on Title IX sex nondiscrimination (Policy 522).
- E. The District 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. This policy applies to all areas of education including academics, coursework, co-curricular and extra-curricular activities, or other rights or privileges of enrollment.

- G. Every ~~school~~ District employee shall be responsible for complying with this policy conscientiously.
- H. Any student, parent or guardian having any questions regarding this policy should discuss it with the Human Resource Director. In the absence of a specific designee, an inquiry or a complaint should be referred to the ~~s~~Superintendent.

**Legal References:**

~~Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)~~  
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)  
Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)  
~~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)  
20 U.S.C. § 1681 et seq. (Title IX of the Education Amendments of 1972)

**Cross References:**

MSBA/MASA Model Policy 402 (Disability Nondiscrimination)  
MSBA/MASA Model Policy 413 (Harassment and Violence) MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)  
MSBA/MASA Model Policy 522 (Student Sex Nondiscrimination)