

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 Independent School District 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 **one or more of the following**: 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. Students with disabilities are entitled to a free appropriate public education that includes general education, special education, and/or related aids and services. **The school district also makes reasonable accommodation for students with disabilities.**

[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. 55.]

- B. The school district prohibits the harassment **and discrimination** of any individual for any of the categories **based on any of the protected classifications** 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. (Policy 413)

- C. ~~This policy applies to all areas of education including academics, coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment.~~ The school 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 school district's corresponding procedures for addressing disability discrimination complaints, refer to the school district's policy on student disability nondiscrimination (Policy 521).

- D. ~~It is the responsibility of every school district employee to comply with this policy conscientiously.~~ The school 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 school district's corresponding procedures and processes for addressing sexual harassment and discrimination, refer to the school district's policy on Title IX sex nondiscrimination (Policy 522).

- 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.~~ The school 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 extracurricular activities, or other rights or privileges of enrollment.
- G. Every school district employee shall be responsible for complying with this policy.
- H. Any student, parent, or guardian having a question 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.ei.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
1-800-657-3704
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

United States

Tel: 612-552-7306

Fax: 612-335-4066

TTY: 1-800-669-6820

ASL Video Phone: 1-844-234-5122

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://crosbyirontonmn.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)
Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)
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. § 2000d et seq. (Title VI of the Civil Rights Act of 1964)
42 U.S.C. § 12101 et seq. (Americans with Disabilities Act)

Cross References: 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 Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process)