

# Proposed Changes

## Non-Discrimination

### Non-Discrimination Statement

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, age, or sexual orientation, including gender identity and expression. The School District also ensures a free appropriate public education for students with disabilities, including regular or special education and related aides and services.

### Designation

The following individual serves as Human Rights Officer, ADA Coordinator, Section 504 Coordinator, and Title IX Coordinator:

Amy French, Human Resources Manager  
Red Wing Public Schools  
2451 Eagle Ridge Drive  
Red Wing, MN 55066  
651-385-4511  
[asfrench@rwps.org](mailto:asfrench@rwps.org)

In his/her absence, the Director of Teaching and Learning serves as the Human Rights Officer, ADA Coordinator, Section 504 Coordinator, and Title IX Coordinator:

Jess Whitcomb  
Red Wing Public Schools  
2451 Eagle Ridge Drive  
Red Wing, MN 55066  
651-385-4511  
[jswitcomb@rwps.org](mailto:jswitcomb@rwps.org)

### Reporting Claims of Discrimination

To submit and resolve complaints, grievances, and reports of unlawful discrimination, harassment, violence, bullying, and hazing, individuals may contact one of the following:

- Student Advocate. A list of student advocates will be available in the district office, in each school office, and on the district's website. Student Advocates assist students and/or parents with submitting reports and answering questions about the complaint process.
- Building principal/administrator or designee
- Title IX Coordinator (if the complaint involves a claim of discrimination based on sex)
- American with Disabilities Act (ADA) and Section 504 Coordinator (if the complaint involves a claim of discrimination based on disability)
- A Human Rights Officer (if the complaint involves the building principal/administrator)
- Superintendent (if the complaint involves the Human Rights Officer)
- School Board Chair (if the complaint involves the Superintendent)
- Any other school official. School officials will forward complaints to an official Report Taker.

## Policies Prohibiting Discrimination

School District policies are available at [rwps.org](http://rwps.org) > [District](#) > [Policies, Handbooks, and Notices](#) or from the District Office.

<p><a href="#">Policy 102: Equal Educational Opportunity</a></p>	<p>The purpose of this policy is to ensure that equal educational opportunity is provided for all students of the School District.</p>
<p><a href="#">Policy 401: Equal Employment Opportunity</a></p>	<p>The purpose of this policy is to provide equal employment opportunity for all applicants for School District employment and School District employees.</p>
<p><a href="#">Policy 402: Disability Nondiscrimination</a></p>	<p>The purpose of this policy is to provide a fair employment setting for all persons and to comply with state and federal law.</p>
<p><a href="#">Policy 413: Harassment and Violence</a></p>	<p>The purpose of this policy is to maintain a learning and working environment that is free from harassment and violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, or disability.</p>
<p><a href="#">Policy 514: Bullying Prohibition</a></p>	<p>The purpose of this policy is to assist the School District in its goal of preventing and responding to acts of bullying, intimidation, violence, and other similar disruptive behavior.</p>
<p><a href="#">Policy 521: Student Disability Nondiscrimination</a></p>	<p>The purpose of this policy is to protect disabled students from discrimination on the basis of disability and to identify and evaluate learners who, within the intent of Section 504 of the Rehabilitation Act of 1973 (Section 504), need special services, accommodations, or programs in order that such learners may receive a free appropriate public education.</p>
<p><a href="#">Policy 522: Student Sex Nondiscrimination</a></p>	<p>Students are protected from discrimination on the basis of sex pursuant to Title IX of the Education Amendments of 1972 and the Minnesota Human Rights Act. The purpose of this policy is to provide equal educational opportunity for all students and to prohibit discrimination on the basis of sex.</p>
<p><a href="#">Policy 526: Hazing Prohibition</a></p>	<p>The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the School District and are prohibited at all times.</p>
<p><a href="#">Policy 528: Student Parental, Family, and Marital Status Nondiscrimination</a></p>	<p>Students are protected from discrimination on the basis of sex and marital status pursuant to Title IX of the Education Amendments of 1972 and the Minnesota Human Rights Act. This includes discrimination on the basis of pregnancy. The purpose of this School District policy is to provide equal educational opportunity for all students and to prohibit discrimination on the grounds of sex, parental, family, or marital status.</p>
<p><a href="#">Policy 1000: Inclusive Education Plan</a></p>	<p>The purpose of this policy is to establish and maintain a written plan to assure an inclusive education program as defined in Minnesota Statutes 3500.0550.</p>