

School District

Equal Educational Opportunity

I. Purpose

This policy provides guidance to ensure that equal educational opportunity is provided for all students of the school district.

II. General Statement of Policy

- A. The policy of the school district is to provide equal educational opportunity for all students. The 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, gender identity and expression or age. The district also makes reasonable accommodations for students with disabilities.
- B. The district prohibits ~~the~~ harassment and discrimination of any individual based on any of the protected classifications listed above. For information about the types of conduct that constitute violation of the district's policy on harassment and violence and the district's procedures for addressing such complaints, refer to the district's policy on harassment and violence (Policy 413).
- C. 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 received a free and 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. 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 process for addressing sexual harassment and discrimination, refer to the school district's policy on Title IX sex nondiscrimination (policy 522).
- E. This policy applies to all areas of education including academics, coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment.
- F. Every district employee is responsible for complying with this policy.

G. Any student, parent or guardian having a question regarding this policy should discuss it with the appropriate district official as provided by policy. In the absence of a specific designee, an inquiry or a complaint should be referred to the district's human rights officer. In Edina Public Schools, the Director of Human Resources serves as the human rights officer.

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. § 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 413 (Harassment and Violence)

Policy 521 (Student Disability Nondiscrimination)

Policy 522 (Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process)

Policy

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revised: 10/15/18

revised: 10/17/22

INDEPENDENT SCHOOL DISTRICT 273

Edina, Minnesota