

Adopted: 2/19/1991
Revised: 6/17/2008, 6/24/2014
Last Reviewed: 8/29/2022

Saint Paul Public Schools Policy

102.00

102.00 EQUAL OPPORTUNITY/NON-DISCRIMINATION

1. Saint Paul Public Schools does not discriminate on the basis of race, creed, sex, marital status, national origin, immigration status, age, color, religion, ancestry, status with regard to public assistance, socio-economic status, sexual or affectional orientation, gender identity and expression, familial status, physical appearance or disability. Saint Paul Public Schools also makes reasonable accommodation to the known disabilities of qualified disabled individuals. This policy applies to all areas of education, employment, programs and services operated by the school district.
2. Every school district employee and school board member shall comply with this policy.
3. The Superintendent shall designate one or more employees to coordinate the school district's efforts to implement this policy and to comply with and carry out the district's responsibilities under the following laws and their implementing regulations: section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, Title IX of the Education Amendments of 1972, and the Civil Rights Act of 1964. The Superintendent or designee shall publish contact information for the employees responsible for carrying out the requirements of this paragraph.
4. Individuals may direct questions about this policy or its implementation to the responsible school district employee, designated by the Superintendent, or to the Superintendent.

LEGAL REFERENCES:

Minn. Stat.. Chapter 363A (Minnesota Human Rights Act)
Minn. Stat. § 121A.04
20 U.S.C. § 1681 et seq. (Title IX)
20 U.S.C. § 1701 et seq. (Equal Educational Opportunities)
29 U.S.C. § 621 et seq. (Age Discrimination in Employment Act)
29 U.S.C. § 794 et seq. (Rehabilitation Act)
42 U.S.C. § 2000c et seq. (Civil Rights Act—Public Education)
42 U.S.C. § 2000d et seq. (Title VI, Civil Rights Act—Federally Assisted Programs)
42 U.S.C. § 2000e et seq. (Civil Rights Act—Equal Employment Opportunity)
42 U.S.C. Ch. 126 (Americans with Disabilities Act)
29 C.F.R. Part 32
29 C.F.R. § 1630.1 et seq.
34 C.F.R. Parts 104, 106

CROSS REFERENCES:

Policy 101.00 Racial Equity
Policy 401.00 Equal Employment Opportunity

Policy 415.00 Discrimination, Harassment, Violence, and Retaliation
Policy 500.00 Gender Inclusion
Policy 609.00 Religion
Procedures 102.00.01 Title IX Grievance Procedures