

*Robbinsdale Area Schools
Independent School District 281
Adopted: November 16, 2015
Revised: December 13, 2023
Approved: January 8, 2024*

413 - DISCRIMINATION, HARASSMENT, AND VIOLENCE

I. PURPOSE

The purpose of this policy is to articulate the school board's commitment to fostering learning and working environments that are free from discrimination, 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, gender identity and/or expression, or disability (Protected Class).

II. GENERAL STATEMENT OF POLICY

- A. The school district prohibits any form of discrimination, harassment, or violence on the basis of a person's protected class. Any student or school district personnel who discriminates against and/or harasses an individual or group of students or school district personnel based on the individual or group's Protected Class is in violation of this policy.
- B. Any student or school district personnel who inflicts, threatens to inflict, or attempts to inflict violence upon an individual or group of students or school district personnel based on the individual or group's Protected Class is in violation of this policy.
- C. The school district will take appropriate action, which may include, but is not limited to: conducting an investigation; placing one or more individuals in a different setting or location or on administrative leave; restorative justice; remedial response and/or corrective action, including discipline; in response to complaints or reports of discrimination, harassment, or violence against an individual or group of students or school personnel based on the individual or group's Protected Class.
- D. The superintendent is directed to develop administrative procedures to implement this policy.

Legal References: Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)

Cross References: Title IX Sex Nondiscrimination, Grievance Procedures and Process Equity Policy

[RAS Administrative Procedure 413](#)