

Policy Title	Policy Number	Date Approved/Revised
Equal Educational Opportunity	102	5/20/08 Revised: 6/28/16 Revised: 9/25/18 Revised: 5/21/19 Revised: 12/14/21 Revised: 8/20/24

1) General Statement of Policy

- a) The policy of the school district is to provide equal educational opportunity for all students. The school district does not discriminate on the basis of one or more of the following: race, color, creed, religion, national origin, sex, gender identity, gender expression, marital status, parental status, status with regard to public assistance, disability, sexual orientation or age. The school district also makes reasonable accommodations for students with disabilities.
- b) The school district prohibits harassment and the discrimination of any individual based on any of the protected classifications. 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) 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) 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) 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 school district employee shall be responsible for complying with this policy.
- g) Any student, parent or guardian having a question regarding this policy should discuss it with the appropriate school district official. In the absence of a specific designee, an inquiry or a complaint should be referred to the superintendent.

Rationale: School District 622 – North St. Paul-Maplewood-Oakdale shall ensure that an equal educational opportunity is provided for all students of the school district.

Adoption and Revision History	Incorporated Policies
102 EQUAL EDUCATIONAL OPPORTUNITY (This policy adopted: November 26, 1996; rescinded: August 5, 2008	MSBA 102

EM-020.1 EQUAL EDUCATIONAL OPPORTUNITY This policy adopted: May 20, 2008, Revised: June 28, 2016; Revised: September 25, 2018	
102 EQUAL EDUCATIONAL OPPORTUNITY This policy revised: May 21, 2019; August 20, 2024	

Administrative Rule, Regulation and Procedure: NA

Legal References:

Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)
42 U.S.C. § 2000d *et seq.* (Title VI of the Civil Rights Act of 1964)
20 U.S.C. § 1681 *et seq.* (Title IX of the Education Amendments of 1972)

Cross References:

MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination-)
MSBA/MASA Model Policy 522 (Student Sex Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process)