

Robbinsdale Area Schools
Independent School District 281
Adopted: November 16, 2015
Approved: January 8, 2024
Revised and Approved: September 4, 2024

RAS Policy 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.

III. PROCESS

The superintendent is directed to develop administrative procedures for Discrimination/ Harassment and Violence for the School District that meet the state and federal requirements established in law or rule.

Legal References: Minn. Stat. § 120B.232 (Character Development Education)
Minn. Stat. § 120B.234 (Child Sexual Abuse Prevention Education)
Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)
Minn. Stat. § 121A.031 (School Student Bullying Policy)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)

Minn. Stat. § 609.341 (Definitions)
Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)
20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972)
29 U.S.C. § 621 *et seq.* (Age Discrimination in Employment Act)
29 U.S.C. § 794 (Section 504 of the Rehabilitation Act of 1973)
42 U.S.C. § 1983 (Civil Action for Deprivation of Rights)
42 U.S.C. § 2000d *et seq.* (Title VI of the Civil Rights Act of 1964)
42 U.S.C. § 2000e *et seq.* (Title VII of the Civil Rights Act)
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)

Cross References: RAS Policy 102 (Equal Educational Opportunity)
RAS Policy 401 (Equal Employment Opportunity)
RAS Policy 402 (Disability Nondiscrimination Policy)
RAS Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
RAS Policy 406 (Public and Private Personnel Data)
RAS Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
RAS Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
RAS Policy 506 (Student Discipline)
RAS Policy 514 (Bullying Prohibition Policy)
RAS Policy 515 (Protection and Privacy of Pupil Records)
RAS Policy 521 (Student Disability Nondiscrimination)
RAS Policy 522 (Title IX Sex Nondiscrimination, Grievance Procedures and Process)
RAS Policy 524 (Internet Acceptable Use and Safety Policy)
RAS Policy 525 (Violence Prevention)
RAS Policy 526 (Hazing Prohibition)
RAS Policy 528 (Student Parental, Family, and Marital Status Nondiscrimination)
RAS Administrative Procedure 413.1