

## **102 EQUAL EDUCATIONAL OPPORTUNITY**

### **I. PURPOSE**

The purpose of this policy is 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 school district does not unlawfully discriminate on the basis of one or more of the following: race, color, creed, religion, national origin, sex, gender, marital status, parental status, status with regard to public assistance, disability, sexual orientation, or age. The school district also makes reasonable accommodations for disabled students.
- B. Students with disabilities are entitled to a free appropriate public education that includes general education, special education, and/or related aids and services. The district will provide to students with disabilities appropriate educational services designed to meet the individual needs of such students to the same extent as the needs of students without disabilities are met.
- C. The school district prohibits the harassment of any individual for any of the categories listed above. 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.
- D. This policy applies to all areas of education including academics, coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment.
- E. Every school district employee shall be responsible for complying with this policy conscientiously.
- F. Any student, parent, or guardian having a question regarding this policy should discuss it with the appropriate school district official as provided by policy. In the absence of a specific designee, an inquiry or a complaint should be referred to the superintendent.
- G. The school district shall provide equal opportunity for members of each sex and to members of all races and ethnicities to participate in its athletic program. In determining whether equal opportunity to participate in athletic programs is available for the purposes of this law, at least the following factors shall be considered to the extent that they are applicable to a given situation: whether the opportunity for males and females to participate in the athletic program

reflects the demonstrated interest in athletics of the males and females in the student body of the educational institution; whether the opportunity for members of all races and ethnicities to participate in the athletic program reflects the demonstrated interest in athletics of members of all races and ethnicities in the student body of the educational institution; whether the variety and selection of sports and levels of competition effectively accommodate the demonstrated interests of members of each sex; whether the variety and selection of sports and levels of competition effectively accommodate the demonstrated interests of members of all races and ethnicities; the provision of equipment and supplies; scheduling of games and practice times; assignment of coaches; provision of locker rooms; practice and competitive facilities; and the provision of necessary funds for teams of one sex.

- H. The school board hereby designates Wendy Webster (office is at 3301 Silver Lake Rd. NE, St. Anthony, MN 55418; phone is 612-706-1170; e-mail is [wwebster@stanthony.k12.mn.us](mailto:wwebster@stanthony.k12.mn.us) as its Title IX coordinator. This employee coordinates the school district's efforts to comply with and carry out its responsibilities under Title IX.
- I. Any student, parent, or guardian having questions regarding the application of Title IX and its regulations and/or this policy should discuss them with the Title IX coordinator. Questions relating solely to Title IX and its regulations may be referred to the Assistant Secretary for Civil Rights of the United States Department of Education. In the absence of a specific designee, an inquiry or complaint should be referred to the superintendent or the school district human rights officer.

### III. COORDINATOR

- A. Persons who have questions or comments should contact The people identified below - the school district's Americans with Disabilities Act/Section 504 coordinator.

### IV. GRIEVANCE REPORTING PROCEDURE

- A. Refer to procedure 103.1- Grievance Procedure for Complaints of Discrimination

B. TITLE IX COORDINATOR	SECTION 504 COORDINATOR
Wendy Webster	Hope Fagerland
3303 33rd Ave NE	3303 33rd Ave
St. Anthony, MN 55418	Minneapolis, MN 55418
612-706-1170	612-706-1000
<a href="mailto:wwebster@isd282.org">wwebster@isd282.org</a>	<a href="mailto:hfagerland@isd282.org">hfagerland@isd282.org</a>

- C. A student, parent, or employee can file a complaint with OCR at any time at:

**Office for Civil Rights**

Chicago Office

U.S. Department of Education

John C. Kluczynski Federal Building

230 S. Dearborn Street, 37th Floor

Chicago, IL 60604

Telephone: 312-730-1560

Facsimile: (312) 730-1576

Email: [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov)

- D. Students, parents, and employees may file a complaint of discrimination with:

**Minnesota Department of Human Rights**

Griggs Midway Building  
540 Fairview Avenue North, Suite 201  
St. Paul, MN 55104  
Telephone: 1-800-657-3704 or (651) 539 1100  
Email: [Info.mdhr@state.mn.us](mailto:Info.mdhr@state.mn.us)

- E. Employees may file a complaint of discrimination with:

**Equal Employment Opportunity Commission**

Towle Building  
330 South 2nd Avenue, Suite 720  
Minneapolis, MN 55401  
Telephone: (612) 552-7306  
Fax: (612) 335-4066  
TTY: 1-800-669-4000  
ASL Video Phone: 1-844-234-5122

This document provides general information and is not to be a substitute for legal advice. Changes in the law, including timelines for filing a complaint, may affect your rights.

**V. RESOURCES:**

**Office for Civil Rights**

Chicago Office  
U.S. Department of Education  
John C. Kluczynski Federal Building  
230 S. Dearborn Street, 37th Floor  
Chicago, IL 60604  
Telephone: 312-730-1560  
Facsimile: (312) 730-1576  
Email: [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov)

Reading Room, U.S. Department of Education, Office for Civil Rights:

<http://www2.ed.gov/about/offices/list/ocr/publications.html>

- 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. § 12101 *et seq.* (Americans with Disabilities Act)  
34 C.F.R. Section 104.7(b) (Section 504 of the Rehabilitation Act)  
34 C.F.R. Section 106.8(b) (Title IX of the Education

Amendments of 1972)

***Cross References:*** MSBA/MASA Model Policy 402 (Disability  
Nondiscrimination) MSBA/MASA Model Policy 413  
(Harassment and Violence) MSBA/MASA Model Policy  
521 (Student Disability Nondiscrimination)  
MSBA/MASA Model Policy 522 (Student Sex  
Nondiscrimination)