

**COLOGNE ACADEMY
MANUAL OF SCHOOL POLICIES APPROVED BY THE BOARD**

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. It is the policy of Cologne Academy 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, marital status, parental status, status with regard to public assistance, disability, sexual orientation, including gender identity and expression, or age. The school district also makes reasonable accommodations for students with disabilities.
- B. It shall be a violation of this policy for any personnel of Cologne Academy to harass or discriminate against any student for any of the categories listed above. (For purposes of this policy, school personnel include: school board members, school employees, agents, volunteers, contractors, or persons subject to the supervision and control of the district.) 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).

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).

- C. It is the responsibility of all school district personnel to comply with this policy conscientiously. This policy applies to all areas of education including academics, coursework, cocurricular and extracurricular activities, or other rights or privileges of enrollment.
- 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. The school district will act to investigate all complaints, either formal or informal, verbal or written, of any discrimination based on race, color, creed, religion or non-believer status, national origin, sex, marital status, parental status, status with regard to public assistance, disability, sexual orientation, including gender identity or expression, or age.
- F. The school board designates the Executive Director as the Title IX coordinator, who coordinates the school district's efforts to comply with and carry out its responsibilities under Title IX. The school district designates the Executive Director as the school district's human rights officer. Reports or complaints of discrimination toward a student should be made to the Title IX coordinator/human rights officer.
- G. The school district shall conspicuously post the names of the Title IX coordinator and human rights officers.

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 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 interests of members of each sex; whether the variety and selection of sports and levels of competition effectively accommodate the interests of all races and ethnicities; the provision of the equipment and supplies; scheduling of games and practice times; practice and competitive facilities; and the provision of necessary funds for teams of one sex.