

*Adopted: October 9, 2006*

*Revised: April 27, 2020, October 26, 2020, May 8, 2023, October 23, 2023, December 9, 2024, November 24, 2025*

## **102 EQUAL EDUCATIONAL OPPORTUNITY**

### **I. PURPOSE**

The purpose of this policy is to ensure that equal educational opportunity is provided for every student of the school district.

### **II. GENERAL STATEMENT OF POLICY**

- A. It is the school district's policy to provide equal educational opportunity for every student. We are an Equal Opportunity Educator who fully and actively supports equal access for all people regardless of race, color, creed, religion, age, national origin, marital status, parental status, status with regard to public assistance, disability, genetic information or testing, and sexual orientation, including gender identity and expression. The school district also makes reasonable accommodations for students with disabilities.
- B. 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.
- C. The school district prohibits retaliation against any individuals who bring forth a complaint, orally or in writing, to the employer or the government, or against any individuals who assist or practice in the investigation of any complaint, or otherwise oppose discrimination.
- D. 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.
- E. 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.

- F. 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.
- G. This policy applies to all areas of education including, but not limited to academics, coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment.
- H. Every school district employee is responsible for complying with this policy.
- I. Any student, parent or guardian having questions, comments, or complaints should contact the school district's Title IX or Section 504 Coordinator.

Title IX Coordinator:

Tammy Albers, Human Resources Director  
 5910 Shingle Creek Pkwy  
 Brooklyn Center, MN 55430  
 763-450-3386 ext. 1002  
[talbers@bccs286.org](mailto:talbers@bccs286.org)

Section 504 Coordinator:

Deirdra Yarbrow, Special Services Director  
 5910 Shingle Creek Pkwy  
 Brooklyn Center, MN 55430  
 763-450-3386 ext. 4010  
[dyarbrow@bccs286.org](mailto:dyarbrow@bccs286.org)

Alternate Title IX Coordinator:

Jakarta Turner  
 Community Education & Facilities Manager  
  
 5910 Shingle Creek Pkwy  
 Brooklyn Center, MN 55430  
 763-272-8644  
[jturner@bccs286.org](mailto:jturner@bccs286.org)

Alternate Section 504 Coordinator:

Anthony Turner  
 Behavioral/Mental Health Services  
 Supervisor  
 5910 Shingle Creek Pkwy  
 Brooklyn Center, MN 55430  
 763-450-3386  
[aturner@bccs286.org](mailto:aturner@bccs286.org)

**Legal References:**

Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)  
 Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)  
 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. § 2000d *et seq.* (Title VI of the Civil Rights Act of 1964)  
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)

***Cross References:***

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