POLICY MANAGEMENT
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Policy 413-Harassment and Violence

Purpose

The purpose of this policy is for the Art and Science Academy to maintain a learning and working environment free from 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 or expression, disability, or, in employment, genetic information ("Protected Class").

For purposes of this policy, "district" and "school district" refer to Art and Science Academy. References to the "superintendent" refer to the Academy's Executive Director or the board-designated chief administrator.

General Statement of Policy

The policy of the district is to maintain a learning and working environment free from harassment and violence based on Protected Class. The district prohibits any form of harassment or violence based on Protected Class.

The Academy does not discriminate on the basis of sex in its education programs or activities, including employment, as required by Title IX. Questions may be directed to the Title IX Coordinator, the United States Department of Education Office for Civil Rights, or both. Minnesota and Academy protections are administered alongside applicable federal requirements.

A violation of this policy occurs when any student, teacher, administrator, or other district personnel harasses a student, teacher, administrator or other district personnel or a group of students, teachers, administrators, or other district personnel through conduct or communication based on their Protected Class, as defined by this policy and in the attached

procedures. For purposes of this policy, district personnel include school board members, school employees, agents, volunteers, contractors, or persons subject to the supervision and control of the district.)

A violation of this policy occurs when any student, teacher, administrator or other district personnel inflicts, threatens to inflict, or attempts to inflict violence upon any student, teacher, administrator or other district personnel or a group of students, teachers, administrators, or other district personnel based on their Protected Class.

The district will act to investigate all complaints, either formal or informal, verbal or written, of harassment or violence based on a person's Protected Class, and to discipline or take appropriate action against any student, teacher, administrator, or other district personnel found to have violated this policy.

This policy applies to school programs, activities, transportation, employment, and school-sponsored electronic communications, and to off-campus conduct when applicable law or Academy authority requires a response to its effects at school. Reports are accepted without requiring the reporter to identify a law or legal category. Conduct outside this policy's protected-class scope may still be addressed under the student discipline or bullying policy.

Policy Specifics

Definitions

"Assault" is:

An act done with intent to cause fear in another of immediate bodily harm or death;

The intentional infliction of or attempt to inflict bodily harm upon another; or

The threat to do bodily harm to another with present ability to carry out the threat.

"Harassment" prohibited by this policy consists of physical or verbal conduct, including, but not limited to, electronic communications, relating to an individual's or group of individuals' race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, gender identity or expression, disability, or, in employment, genetic information, when the conduct: [2]

Has the purpose or effect of creating an intimidating, hostile or offensive working or academic environment;

Has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or

Otherwise adversely affects an individual's employment or academic Opportunities.

"Immediately" means as soon as possible but in no event longer than 24 hours.

Protected Classifications; Definitions

"Disability" means with respect to an individual who:

Has a physical, sensory or mental impairment that materially limits one or more major life activities of such individual;

Has a record of such an impairment; or

Is regarded as having such an impairment; or has an impairment that is episodic or in remission and would materially limit a major life activity when active.

“Familial status” means the condition of one or more minors having legal status or custody with:

Their parent or parents or the minor’s legal guardian; or

The designee of the parent or parents or guardian with the written permission of the parent or parents or guardian. The protections afforded against harassment or discrimination on the basis of family status apply to any person who is pregnant or is in the process of securing legal custody of an individual who has not attained the age of majority.

Familial status also includes living with and caring for a person unable to meet essential physical health, safety, or self-care needs because the person cannot receive and evaluate information or make or communicate decisions.

“Marital status” means whether a person is single, married, remarried, divorced, separated or a surviving spouse and, in employment cases, includes protection against harassment or discrimination on the basis of the identity, situation, actions or beliefs of a spouse or former spouse.

“National origin” means the place of birth of an individual or of any of the individual’s lineal ancestors.

Race protection includes race-associated traits, including hair texture and hairstyles such as braids, locs, and twists. Race and national origin protections also reach actual or perceived shared ancestry or ethnic characteristics; this can include harassment of members of religious groups based on ancestry or ethnicity.

“Sex” includes, but is not limited to, pregnancy, childbirth and related medical conditions.

“Sexual orientation” describes the sex or gender identity of people to whom an individual is, or is perceived to be, emotionally, physically, or sexually attracted, including attraction to men, women, both, neither, or people with other gender identities.

“Gender identity” means a person’s inherent sense of being a man, woman, both, or neither; it need not match assigned sex or sex characteristics or be visible to others.

“Status with regard to public assistance” means the condition of being a recipient of federal, state, or local assistance, including medical assistance, or of being a tenant receiving federal, state or local subsidies, including rental assistance or rent supplements.

In employment, “genetic information” includes information about genetic tests, family medical history, genetic services, and other information covered by GINA. Such information must not be used for unlawful employment decisions or harassment.

“Remedial response” means a measure to stop and correct acts of harassment or violence, prevent acts of harassment or violence from recurring and protect, support, and intervene on behalf of a student who is the target or victim of acts of harassment or violence.

Sexual Harassment; Definition

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature when:

submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining employment, or an education; or

submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment or education; or

that conduct or communication has the purpose or effect of substantially interfering with an individual's employment or education, or creating an intimidating, hostile or offensive employment or educational environment.

Sexual harassment may include, but is not limited to:

unwelcome verbal harassment or abuse;

unwelcome pressure for sexual activity;

unwelcome, sexually motivated or inappropriate patting, pinching or physical contact, excluding lawful, necessary physical intervention to prevent bodily harm or death, consistent with Minnesota law and applicable disability protections;

unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt threats concerning an individual's employment or educational status;

unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt promises of preferential treatment with regard to an individual's employment or educational status; or unwelcome behavior or words directed at an individual because of sexual orientation or gender identity or expression.

Sexual Violence; Definition

Sexual violence is a physical act of aggression or force or the threat thereof which involves the touching of another's intimate parts or forcing a person to touch any person's intimate parts. Intimate parts, as defined in Minnesota Statutes, Section 609.341, includes the primary genital area, groin, inner thigh, buttocks or breast. Sexual contact can also include touching clothing covering these areas.

Sexual violence also includes nonconsensual sexual contact or penetration, including when a person cannot legally consent, whether or not physical force is used. Consent is a freely given, present agreement communicated by words or overt actions; a relationship or lack of resistance does not establish consent. Incapacitated or physically helpless persons cannot consent. “Intimate parts” under § 609.341, subd. 5, identifies body areas; touching clothing covering those areas is separately addressed in the statute’s sexual-contact definition.

Sexual violence may include, but is not limited to:

touching, patting, grabbing, or pinching another person's intimate parts;

coercing, forcing, or attempting to coerce or force the touching of anyone's intimate parts;

coercing, forcing, or attempting to coerce or force sexual intercourse or a sexual act on another; or

threatening to force or coerce sexual acts, including the touching of intimate parts or intercourse, on another.

Violence; Definition

Violence prohibited by this policy is a physical act of aggression or assault upon another or group of individuals because of, or in a manner reasonably related to, an individual's protected class.

Reporting Procedures

Any person who believes he or she has been the target or victim of harassment or violence on the basis of protected class by a student, teacher, administrator or other school district personnel, or any person with knowledge or belief of conduct which may constitute harassment or violence prohibited by this policy toward a student, teacher, administrator or other school district personnel or group of students, teachers, administrators or other school district personnel should report the alleged acts immediately to an appropriate school district official designated by this policy. A person may report conduct that may constitute harassment or violence anonymously. However, the school district may not rely solely on an anonymous report to impose discipline. Anonymous reports may still prompt investigation and nonpunitive protective measures.

The school district encourages the reporting party or complainant to use the report form available from the principal or building supervisor of each building or available from the school district office, but oral reports shall be considered complaints as well.

Nothing in this policy shall prevent any person from reporting harassment or violence directly to a school district human rights officer or to the superintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.

No person must report to the person accused of misconduct. A complaint involving the Executive Director, both designated officers, or another conflict shall be directed to the school board chair or a board-designated impartial alternate. A complaint involving the chair shall go to a non-involved board officer, who shall arrange an impartial response.

In Each School Building: The building principal, the principal's designee or the building supervisor (hereinafter the "building report taker") is the person responsible for receiving oral or written reports of harassment or violence prohibited by this policy at the building level. Any adult school district personnel who receives a report of harassment or violence prohibited by this policy shall inform the building report taker immediately. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant. The building report taker shall ensure that this policy and its procedures, practices, consequences and sanctions are fairly and fully implemented and shall serve as a primary contact on policy and procedural matters.

A teacher, school administrator, volunteer, contractor, or other school employee shall be particularly alert to possible situations, circumstances or events that might include acts of harassment or violence. Any such person who witnesses, observes, receives a report of or has other knowledge or belief of conduct that may constitute harassment or violence shall make reasonable efforts to address and resolve the harassment or violence and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute harassment or violence or who fail to make reasonable efforts to address and resolve the harassment or violence in a timely manner may be subject to disciplinary action.

Personnel shall take reasonable immediate steps to stop unsafe conduct and protect students, while preserving evidence and promptly reporting. They shall not require a student to confront the accused or participate in mediation, and shall not promise absolute confidentiality. Potential sexual harassment must also be referred promptly to the Title IX Coordinator.

Upon receipt of a report, the building report taker must notify the school district human rights officer immediately, without screening or investigating the report. The building report taker may request, but may not insist upon, a written complaint. A written statement of the facts alleged will be forwarded as soon as practicable by the building report taker to the human rights officer. If the report was given verbally, the building report taker shall personally reduce it to written form within 24 hours and forward it to the human rights officer. Failure to forward any harassment or violence report or complaint as provided herein may result in disciplinary action against the building report taker.

In the District: The school board hereby designates the Director of Human Resources as the school district human rights officer(s) to receive reports or complaints of harassment or violence prohibited by this policy. If the complaint involves a human rights officer, the complaint shall be filed directly with the superintendent.

The Title IX Coordinator designation, contact details, and alternate reporting route are maintained and published under Policy 522. The Human Rights Officer shall promptly refer possible sex-discrimination or sexual-harassment reports to that Coordinator. [3]

The Academy shall conspicuously post the Human Rights Officer’s name or title, office mailing address, telephone number, and email address. Title IX designation, contacts, and notice distribution follow Policy 522. [4]

Published contacts: Human Rights Officer [name or title, office address, telephone, email]; alternate general-reporting contact [name or title, office address, telephone, email]. For Title IX contacts, see Policy 522. [5]

Submission of a good faith complaint or report of harassment or violence prohibited by this policy will not affect the complainant or reporter's future employment, grades, work assignments or educational or work environment.

Use of formal reporting forms is not mandatory.

Reports of harassment or violence prohibited by this policy shall be classified and disclosed under applicable law, including Minnesota Statutes, chapter 13, FERPA, and Title IX. Educational data is generally private, but personnel complaint status and certain final disciplinary data can be public. Title IX disclosures required for a lawful grievance process shall be provided. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action and to comply with any discovery or disclosure obligations.

Retaliation against a victim, good faith reporter or a witness of violence or harassment is prohibited.

Knowingly false reports or materially false statements made in bad faith are prohibited. An unsubstantiated report or a determination of non-responsibility, standing alone, does not establish a knowingly false report or bad faith.

A person who engages in an act of violence or harassment, reprisal, retaliation or knowingly false reporting of violence or harassment, or permits, condones, or tolerates violence or harassment shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures.

Consequences for students who commit, or are a party to, prohibited acts of violence or harassment or who engage in reprisal or intentional false reporting may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion.

Consequences for employees who permit, condone, or tolerate violence or harassment or engage in an act of reprisal or intentional false reporting of violence or harassment may result in disciplinary action up to and including termination or discharge. Consequences for other individuals engaging in prohibited acts of violence or harassment may include, but not be limited to, exclusion from school district property and events and/or termination of services and/or contracts.

Investigation

By authority of the school district, the human rights officer, within three (3) days of the receipt of a report or complaint alleging harassment or violence prohibited by this policy, shall undertake or authorize a prompt, impartial investigation. For a Title IX formal complaint, Policy 522 governs the Title IX process. The investigation may be conducted by school district officials or by a third party designated by the school district.

The investigation may consist of personal interviews with the complainant, the individual(s) against whom the complaint is filed and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator.

In determining whether alleged conduct constitutes a violation of this policy, the school district should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved and

the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all the facts and surrounding circumstances.

In addition, the school district shall take prompt steps, as required by law, to protect the target or victim, the complainant, and students, teachers, administrators, or other school district personnel pending completion of an investigation of alleged harassment or violence prohibited by this policy.

The alleged perpetrator of the act(s) of harassment or violence shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.

The investigation will be completed as soon as practicable. The school district human rights officer shall make a written report to the superintendent upon completion of the investigation. If the complaint involves the superintendent, the report may be filed directly with the school board. The report shall include a determination of whether the allegations have been substantiated as factual and whether they appear to be violations of this policy.

The investigation shall consider all relevant evidence and avoid conflicts, bias, or prejudgment. Communication and reporting assistance, including disability accommodations and language assistance, shall be available as required by law. Criminal or child-protection reporting does not substitute for the Academy's civil-rights response.

When the same facts activate more than one school policy, the Human Rights Officer and Title IX Coordinator shall coordinate fact gathering and protective measures to avoid repeated interviews and conflicting instructions. For a covered Title IX formal complaint, Policy 522's investigation, decision, and appeal safeguards control that process; the Academy shall also evaluate applicable Minnesota protections. Separate required legal determinations and notices remain available without duplicating the investigation unnecessarily. [6]

For complaints under the general process, the Academy will ordinarily issue its written findings and outcome within 30 school days of the report. If good cause requires more time, affected parties will receive a written explanation and revised completion date. Both parties may request an impartial administrative review within 10 calendar days of the outcome; the reviewer will ordinarily respond within 20 school days. Statutory student dismissal or employee appeal rights remain separate.

For matters governed by Title IX, apply Policy 522, including its supportive-measure, formal-complaint, emergency-removal, notice, appeal, retaliation, training, and recordkeeping requirements. The general procedure here is incorporated by reference in Policy 522 for other sex-discrimination complaints and Title IX retaliation complaints. A Title IX dismissal does not itself dispose of Minnesota-law or other Academy policy concerns. [8]

School District Action

Upon completion of an investigation that determines a violation of this policy has occurred, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge.

Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law and applicable school district policies and regulations.

Student discipline must comply with the Pupil Fair Dismissal Act, Minnesota Statutes §§ 121A.41–121A.56, including the restrictions for preschool through grade 3 under § 121A.425. Suspensions covered by that restriction are prohibited, subject to the less-than-one-school-day provision; expulsion or exclusion requires exhaustion of the statutory resources and an ongoing serious safety threat. IDEA and Section 504 discipline safeguards apply, including required manifestation or placement reviews. Title IX sanctions follow ~~its~~ Policy 522's grievance process, except lawful emergency removal or employee administrative leave.

The school district shall protect private educational and personnel data while providing access or disclosures authorized or required by Minnesota law, FERPA, and Title IX. Title IX evidence access and party determinations follow Policy 522. School officials will notify the targets or victims and alleged perpetrator of harassment or violence, the parent(s) or guardian(s) of targets or victims of harassment or violence and the parent(s) or guardian(s) of alleged perpetrators of harassment or violence who have been involved in a reported and confirmed harassment or violence incident of the remedial or disciplinary action taken, to the extent permitted by law. [9]

The Academy shall communicate protective measures and outcomes to affected parties as permitted or required by law, and shall inform affected students and parents of data-access and correction rights. Notification and protective action shall not wait for a confirmed incident when applicable law requires earlier action.

In order to prevent or respond to acts of harassment or violence committed by or directed against a child with a disability, the school district shall, where determined appropriate by the child's individualized education program (IEP) or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in acts of harassment or violence.

When harassment may interfere with a student with a disability receiving a free appropriate public education, the Academy shall promptly assess educational effects and convene the IEP or Section 504 team as appropriate to review necessary services, supports, or placement. This duty applies even when the harassment is not based on disability. The Academy shall monitor whether remedies stop the harassment and restore access.

Retaliation or Reprisal

The school district will discipline or take appropriate action against any student, teacher, administrator or other school district personnel who commits an act of reprisal or who retaliates against any person who asserts, alleges or makes a good faith report of alleged harassment or violence prohibited by this policy who testifies, assists or participates in an investigation of retaliation or alleged harassment or violence, or who testifies, assists or

participates in a proceeding or hearing relating to such harassment or violence. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or intentional disparate treatment. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the harassment or violence. Remedial responses to the harassment or violence shall be tailored to the particular incident and nature of the conduct.

Reports of Title IX retaliation are referred to Policy 522, which incorporates this policy's general procedure when applicable. Maltreatment-report retaliation protections are governed by Policy 414. Reporting under one policy does not waive protections or duties under another. [10]

Right to Alternative Complaint Procedures

These procedures do not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the Minnesota Department of Human Rights or another state or federal agency, initiating civil action or seeking redress under state criminal statutes and/or federal law.

Individuals may contact the Minnesota Department of Human Rights, the United States Department of Education Office for Civil Rights, or the Equal Employment Opportunity Commission, as applicable, without first completing the Academy process. Internal proceedings do not extend external filing deadlines. Emergency threats may be reported to law enforcement immediately.

Coordination with Mandated Reporting [11]

When facts reported under this policy may constitute child maltreatment, personnel shall immediately follow Policy 414. That policy governs external reporting, written follow-up, statutory school-facility parent notice, agency interviews, and maltreatment records. An internal harassment or Title IX report does not replace or delay the individual external-reporting duty. [12]

The Human Rights Officer shall coordinate the school response with the Executive Director and, when applicable, the Title IX Coordinator. Continue required protective and civil-rights measures while the responsible agency investigates. Use the applicable school process under this policy or Policy 522; do not create a second school grievance process under Policy 414. Coordinate interviews to avoid unnecessary repetition while meeting each legal duty. [13]

Nothing in this policy will prohibit the school district from taking immediate action to protect victims of alleged harassment, violence, or abuse.

Dissemination of Policy and Training

This policy shall be conspicuously posted throughout each school building in areas accessible to students and staff members.

This policy shall be given to each school district employee and independent contractor when entering into the person's employment contract.

This policy shall appear in the student handbook.

The school board shall submit the adopted harassment and violence policy to the Minnesota Commissioner of Education.

The school district will develop a method of discussing this policy with students and employees.

Personnel shall receive training on reporting, immediate protection, retaliation, and this policy's general complaint procedure. Maltreatment reporting instruction follows Policy 414; specialized Title IX training follows Policy 522. Where reports also fall under the bullying policy, required training shall follow § 121A.031, including training within the first employment year and a cycle not exceeding three school years. [14]

The school district may implement violence prevention and character development education programs to prevent and reduce policy violations. Such programs may offer instruction on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, resourcefulness and/or sexual abuse prevention.

This policy shall be reviewed at least annually for compliance with state and federal law.

Policy implementation shall respect constitutional free speech, religious expression, and due-process rights. The Academy shall nevertheless address conduct that meets applicable harassment standards and take lawful steps to restore equal access.

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. Chapter 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)

Minn. Stat. §§ 13.04, 13.32, and 13.43 (Data subject rights, educational data, and personnel data)

Minn. Stat. §§ 121A.41–121A.56, including § 121A.425 (Pupil Fair Dismissal Act and early learning dismissal restrictions)

Minn. Stat. §§ 121A.58, 121A.582, and 125A.0941–125A.0942 (Physical intervention and restrictive procedures)

Minn. Stat. § 124E.03 (Charter school applicable law)

Minn. Stat. §§ 260E.06 and 260E.09 (Mandated reporting and reporting requirements)

Minn. Stat. §§ 363A.03, 363A.08, 363A.13, and 363A.15 (Definitions, employment, education, and reprisal)

20 U.S.C. § 1232g and 34 C.F.R. Part 99 (FERPA)

20 U.S.C. §§ 1400–1482 and 34 C.F.R. Part 300, including § 300.530 (IDEA)

34 C.F.R. Part 106, especially §§ 106.8, 106.30, 106.44, 106.45, and 106.71 (Title IX; September 29, 2026 recodification, 91 Fed. Reg. 61308)

34 C.F.R. Parts 100 and 104 (Title VI and Section 504 implementing regulations)

42 U.S.C. §§ 2000ff–2000ff-11 and 29 C.F.R. Part 1635 (GINA)

28 C.F.R. Part 35 (ADA Title II)

42 U.S.C. § 12101 et seq. (Americans with Disabilities Act)

Review notes and sources

Policies 413, 414, and 522 should be adopted and implemented together. Policy 413 governs general harassment and violence; Policy 414 governs external maltreatment reporting and agency cooperation; Policy 522 governs Title IX. A single incident may trigger multiple duties, but each procedure is stated in its governing policy.

1. Assigns each policy one governing procedure while preserving complementary obligations.

https://www.govinfo.gov/content/pkg/FR-2026-09-29/html/2026-19929.htm
https://www.revisor.mn.gov/statutes/cite/260E.06
https://www.revisor.mn.gov/statutes/cite/121A.03

2. Corrects list punctuation without changing protected classifications.

https://www.revisor.mn.gov/statutes/cite/363A.03

3. Keeps one authoritative Title IX designation and contact block.

https://www.govinfo.gov/content/pkg/FR-2026-09-29/html/2026-19929.htm

4. Maintains Human Rights Officer notice here and Title IX notice in Policy 522.

https://www.revisor.mn.gov/statutes/cite/121A.03
https://www.govinfo.gov/content/pkg/FR-2026-09-29/html/2026-19929.htm

5. Removes the duplicate Title IX contact field; complete the general contacts before adoption.

https://www.govinfo.gov/content/pkg/FR-2026-09-29/html/2026-19929.htm

6. Provides one coordinated school response with the applicable process preserved.

https://www.govinfo.gov/content/pkg/FR-2026-09-29/html/2026-19929.htm
https://www.revisor.mn.gov/statutes/cite/260E.23

7. The duplicated Title IX block is removed from Policy 413. Policy 522 is the governing source, including its existing local timelines and optional informal resolution. These earlier proposed 413 local choices are not retained.

https://www.govinfo.gov/content/pkg/FR-2026-09-29/html/2026-19929.htm

8. Cross-reference replaces the duplicated federal procedure. Minnesota protections continue independently.

https://www.govinfo.gov/content/pkg/FR-2026-09-29/html/2026-19929.htm

https://www.revisor.mn.gov/statutes/cite/363A.13

9. Cross-references the federal notice process instead of restating it here.

https://www.govinfo.gov/content/pkg/FR-2026-09-29/html/2026-19929.htm

10. Removes duplicate federal retaliation terms and preserves cross-policy protection.

https://www.govinfo.gov/content/pkg/FR-2026-09-29/html/2026-19929.htm

https://www.revisor.mn.gov/statutes/cite/260E.07

11. Renames the section to make the Policy 414 referral explicit.

12. Moves detailed external-reporting procedure to Policy 414.

https://www.revisor.mn.gov/statutes/cite/260E.06

https://www.revisor.mn.gov/statutes/cite/260E.09

13. Aligns agency cooperation with the governing school process.

https://www.revisor.mn.gov/statutes/cite/260E.23

https://www.govinfo.gov/content/pkg/FR-2026-09-29/html/2026-19929.htm

14. Assigns each training topic to its governing policy.

https://www.revisor.mn.gov/statutes/cite/121A.031

https://www.govinfo.gov/content/pkg/FR-2026-09-29/html/2026-19929.htm