

## 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 cooperative.

### II. GENERAL STATEMENT OF POLICY

- A. The policy of the cooperative is to provide equal educational opportunity for all students. The cooperative does not unlawfully discriminate on the basis of 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 ~~disabled~~ students with disabilities.

~~{Note: Part of the definition of "sexual orientation" within the Minnesota Human Rights Act (MHRA) is "having or being perceived as having a self image or identity not traditionally associated with one's biological maleness or femaleness," which is how gender identity and expression gain protection under the MHRA. Minn. Stat. § 363A.03, Subd. 44.}~~

- B. The cooperative prohibits ~~the~~ harassment and discrimination of any individual for ~~any of the categories~~ based on any of the protected classifications listed above. For information about the types of conduct that constitute violation of the cooperative's policy on harassment and violence and the cooperative's procedures for addressing such complaints, refer to the cooperative's policy on harassment and violence (Policy 413).

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C. The cooperative 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 cooperative's corresponding procedures for addressing disability discrimination complaints, refer to the school district's policy on student disability nondiscrimination (Policy 521).

- D. The cooperative 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 cooperative's corresponding procedures and processes for addressing sexual harassment and discrimination,

102-2 refer to the cooperative's policy on Title IX sex nondiscrimination (Policy 522).

- EC.** This policy applies to all areas of education including academics, coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment.
- FD.** Every cooperative employee shall be responsible for complying with this policy ~~conscientiously~~.
- GE.** Any student, parent, or guardian having a question regarding this policy should discuss it with the appropriate cooperative official as provided by policy. In the absence of a specific designee, an inquiry or a complaint should be referred to the director.

**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. § 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 402 (Disability Nondiscrimination)~~  
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)~~Student Sex Nondiscrimination)~~