

**RED WING PUBLIC SCHOOLS
BOARD OF EDUCATION POLICY**

102 EQUAL EDUCATIONAL OPPORTUNITY

Adopted: January 5, 2004

Revised: August 5, 2024

I. PURPOSE

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

II. ALTERNATIVE LANGUAGE VERSION(S)

This policy is available in language(s) other than English. Alternative language version(s) of this policy are available at:

Office of the Superintendent
Red Wing Public Schools
2451 Eagle Ridge Drive
Red Wing, MN 55066
651-385-4501

III. 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 race, color, creed, religion, national origin, sex, marital status, parental status, status with regard to public assistance, disability, age, or sexual orientation, including gender identity and expression. The school district also ensures a free appropriate public education for students with disabilities, including regular or special education and related aids and services.
- B. The school district prohibits the harassment and discrimination of any individual Based on any of the protected classifications 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. (Policy 413)
- C. 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).

- 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. This policy applies to all areas of education including academics, coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment.
- F. Every school district employee shall be responsible for complying with this policy.
- G. 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.

IV. DESIGNATIONS

- A. The school board has designated individuals to coordinate the school district's efforts to comply with and carry out its responsibilities under Title IX; Americans with Disabilities Act (ADA) and Section 504 and school district human rights officers.

V. COMPLAINTS, GRIEVANCES, AND REPORTS OF DISCRIMINATION

The document "Procedures for Submitting and Resolving Complaints, Grievances, and Reports of Unlawful Discrimination, Harassment or Violence, Bullying, or Hazing" provides information about reporting complaints, investigation procedures, school district action, appeals, prohibition of retaliation, and right to alternative complaint procedures.

VI. DISSEMINATION OF POLICY

- A. The individuals authorized in conjunction with this policy shall be posted on the school district's website in the Nondiscrimination Notice.
- B. The school district shall conspicuously post the name and contact information of the American with Disabilities Act (ADA) and Section 504 Coordinators, Title IX Coordinators, and Human Rights Officers.

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 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)