

Policy #: 102
Title: EQUAL EDUCATIONAL OPPORTUNITY
Date of Initial Approval: 03-31-2011
Revision/Re-authorization Dates: 04/19/2018
Reviewers: MSA Superintendent; MSA Human Resources Office; MSA Instructional Leadership Team

I. PURPOSE

The purpose of this policy is to ensure that equal educational opportunity is provided for all students at the Minnesota State Academies.

II. GENERAL STATEMENT OF POLICY

- A. It is the Minnesota State Academies policy to provide equal educational opportunity for all students. The Minnesota State Academies does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, gender/gender identity, marital status, parental status, status with regard to public assistance, disability, sexual orientation or age. The Minnesota State Academies also provides reasonable accommodations for disabled students.
- B. The Minnesota State Academies 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 Minnesota State Academies' policy on harassment and violence and the procedures for addressing such complaints, refer to the Minnesota State Academies' policy on harassment and violence (Policy #413).
- C. This policy applies to all areas of education including academics, coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment, following participation parameters for each event or activity.
- D. It is the responsibility of every Minnesota State Academies employee to comply with this policy conscientiously.
- E. Any student, parent or guardian having any questions regarding this policy should discuss it with the appropriate Minnesota State Academies official as provided by policy. In the absence of a specific designee, an inquiry or a complaint should be referred to the Director of each Academy or the Superintendent.

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. § 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 (Student Sex Nondiscrimination)