

Policy 102 EQUAL EDUCATIONAL OPPORTUNITY

I. PURPOSE

The purpose of this policy is to ensure that every Northfield School District student has an equal educational opportunity.

II. GENERAL STATEMENT OF POLICY

- A. The policy of the district is to provide equal educational opportunity for all students. The district does not discriminate on the basis of one or more of the following: race, color, creed, religion, national origin, sex, sexual orientation, including gender identity and expression, age, disability, marital status, parental status, or status with regard to public assistance. The district also makes reasonable accommodations for students with disabilities.
- B. The district prohibits harassment and discrimination of any individual based on any of the protected classifications listed above. Refer to [Policy 413 Harassment and Violence](#) for information about the types of conduct that constitute violation of the district's policy on harassment and violence and the district's procedures for addressing such complaints.
- C. The 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. Refer to [Policy 521 Student Disability Nondiscrimination](#) for information about protections that may apply pursuant to Section 504 and the district's corresponding procedures for addressing disability discrimination complaints.
- D. The district prohibits sexual harassment and discrimination of any individual on the basis of sex in its education programs or activities. Refer to [Policy 522 Title IX Sex Nondiscrimination](#) for information about the protections that apply pursuant to Title IX and school district's corresponding procedures and processes for addressing sexual harassment and discrimination.
- E. The 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.

- F. This policy applies to all areas of education, including academics coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment.
- G. The district will adopt and publish a [grievance procedure](#) providing for resolution of student, parent, and employee complaints of discrimination covered under this policy.
- H. Every district employee shall be responsible for complying with this policy.
- I. Any student, parent, or guardian having a question regarding this policy should discuss it with the building principal/administrator or the District Title IX Coordinator/Human Rights Officer.

Policy 102 Equal Educational Opportunity

Adopted: 12.13.2004; Updated: 07.12.2021, 10.11.2021; Substantive Update: 07.10.2023, 08.12.2024

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References: Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment 102-2 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)