

## Policy 102 - Equal Educational and Employment Opportunity

- I. In compliance with current state and federal statutes and regulations, in providing educational and employment opportunity, the District will not discriminate on the basis of race, color, creed, religion, national origin, sex, sexual orientation, age, marital or parental status, or status with regard to public assistance or handicap.
- II. In all their educational practices and activities, District staff will strive to provide whatever learning materials, facilities, activities, and experiences as are needed to overcome the limitations imposed by the traditionally stereotyped roles of minorities and women.
- III. A District Human Rights Officer will be designated to coordinate compliance efforts, maintain a file of all complaints, and act, upon request, as a consultant in grievance matters. All students, parents, and employees will be notified of the name, office location, and phone number of this designee.
- IV. The District will adopt and publish a grievance procedure providing for resolution of student, parent, and employee complaints of discrimination covered under this Policy 102 - Equal Educational and Employment Opportunity.
- V. The Superintendent and all other District administrators are responsible for the implementation of this Policy 102 - Equal Educational and Employment Opportunity.
- VI. This Policy 102 - Equal Educational and Employment Opportunity will be distributed to all employees of the District, students, parents, and all unions or professional organizations holding collective bargaining or professional agreements with the District. A statement of the District's policy of non-discrimination will be contained on each and all materials used for recruitment of employees and on all application forms

Policy 102 Adopted:12/19/00  
(formerly Policy 8410)

Policy Adopted:10/1/85

### *Legal References*

#### Federal Laws:

Title VII of the Civil Rights Act of 1964 as amended by the Equal Employment Opportunity Act of 1972.

Executive Order No. 11246.

The Equal Pay Act of 1963 as amended by the Education Amendments, 1972.

Title IX of the Education Amendments of 1972.

#### State Laws:

Minnesota Human Rights Act, amended.

Kohn, Bill on Athletics, Human Rights (House No. 69, Chapter 338).

#### Other Laws/Regulations:

Other laws, rules and regulations, which place requirements on school districts to pursue non-discriminatory practices.

### *Notification Statement*

School Board  
INDEPENDENT SCHOOL DISTRICT 279  
Maple Grove, Minnesota