

## **Policy 102 Equal Educational Opportunity**

Copied from 102 MSBA Model Policy Manual, Equal Educational Opportunity

*Note: Districts/MN service cooperatives are required by statute to have a policy addressing these issues.*

### **I. PURPOSE**

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

### **II. GENERAL STATEMENT OF POLICY**

- A.** The policy of BrightWorks is to provide equal educational opportunity for all students. BrightWorks 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. BrightWorks also makes reasonable accommodations for students with disabilities.
- B.** BrightWorks prohibits 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 BrightWorks' policy on harassment and violence and BrightWorks' procedures for addressing such complaints, refer to BrightWorks' policy on harassment and Violence.
- C.** BrightWorks 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 BrightWorks' corresponding procedures for addressing disability discrimination complaints, refer to BrightWorks' policy on student disability nondiscrimination.

- D.** BrightWorks 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 BrightWorks' corresponding procedures and processes for addressing sexual harassment and discrimination, refer to BrightWorks' policy on Title IX sex nondiscrimination.



- 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 BrightWorks 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 BrightWorks official as provided by policy. In the absence of a specific designee, an inquiry or a complaint should be referred to the executive director.