

EQUAL EDUCATIONAL OPPORTUNITY**310****I. Purpose**

The purpose of this policy is to ensure that equal educational opportunity is provided for all students of Lakes International Language Academy (the school). This includes non discrimination of students based on sex under the federal Title IX Educational Amendment.

II. General Statement of Policy

- A. It is the school's policy to provide equal educational opportunity for all students. The school does not unlawfully discriminate on the basis of race, creed, religion, national origin, sex, marital status, parental status, status with regard to public assistance, disability, pregnancy, age, as well as gender identity and expression and sexual orientation. The school also makes reasonable accommodations for students with disabilities..
- B. The school 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 school's policy on harassment and violence and the school's procedures for addressing such complaints, refer to Policy 312 *Harassment and Violence*.
- C. This policy applies to all areas of education including academics, coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment.
- D. It is the responsibility of every school employee to comply with this policy conscientiously.
- E. Report possible violations of this policy to school administration.

III. Dissemination and Notification

- A. This policy is available on the School's website for students and families.

IV. Grievance Procedure

- A. The school will provide prompt and equitable resolution of complaints.
- B. Complaints may be made to the Title IX Coordinator.
- C. Complaints will be forwarded to the School Human Rights Officer (School Board Chair), who will oversee the resolution.

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- D.** The complainant may request mediation or an impartial due process hearing related to decisions or actions regarding a formal grievance. The complainant and the student may take part in the hearing and have an attorney represent them. Hearing requests must be made to the Human Rights Officer.
- E.** Consistent with the requirements of the Minnesota Government Data Practices Act, Minnesota Statutes 13.01 et. Seq., the results of the School's investigation of a complaint will be made available to the complainant.

Adopted: 05/17/2004

Amended: 01/03/2005

Amended: 12/16/2010

Amended: 10/01/2013

Amended: 12/11/2018