

Policy #: 528
Title: STUDENT PARENTAL, FAMILY, & MARITAL STATUS NONDISCRIMINATION
Date of Initial Approval: 02-24-2021
Revision/Re-authorization Dates:
Reviewers: MSA Superintendent, MSA Instructional Leadership Team

I. PURPOSE

Students are protected from discrimination based on sex, gender, gender identity, and marital status pursuant to Title IX of the Education Amendments of 1972 and the Minnesota Human Rights Act. This includes discrimination based on pregnancy. The purpose of this policy is to provide equal educational opportunity for all students and to prohibit discrimination on the grounds of sex, parental, family, or marital status at the Minnesota State Academies (MSA).

II. GENERAL STATEMENT OF POLICY

- A. MSA provides equal educational opportunity for all students and will not apply any rule concerning a student's actual or potential parental, family, or marital status which treats students differently on the basis of sex, gender, or gender identity.
- B. MSA will not discriminate against any student or exclude any student from its education program or activities, including any class or extracurricular activity, based on such students' pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, unless the student requests voluntarily to participate in a separate portion of the program or activity.
- C. MSA may require such a student to obtain the certification of a physician that the student is physically and emotionally able to continue participation in the normal education program or activity so long as such a certification is required of all students for other physical or emotional conditions requiring the attention of a physician.
- D. MSA will ensure that any separate and voluntary instructional program is comparable to that offered to non-pregnant students.
- E. It is the responsibility of every MSA employee to comply with this policy.
- F. The MSA Board has designated the Director of Human Resources as MSA's Title IX coordinator. This employee coordinates the school district's efforts to comply with and carry out its responsibilities under Title IX.
- G. Any student, parent, or guardian having questions regarding the application of Title IX and its regulations and/or this policy should discuss them with the Title IX coordinator. Questions relating solely to Title IX and its regulations may be

POLICY #528
MINNESOTA STATE ACADEMIES

referred to the Assistant Secretary for Civil Rights of the United States Department of Education. In the absence of the Director of Human Resources, an inquiry or complaint should be referred to the MSA superintendent.

- H. Any reports of unlawful discrimination under this policy will be handled, investigated, and acted upon in the manner specified in Policy 522 – Student Sex, Gender, Gender Identity Nondiscrimination.

Legal References:

Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972)
34 C.F.R. Part 106 (Implementing Regulations of Title IX)

Cross References:

MSBA/MASA Model Policy 102 (Equal Educational Opportunity)
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSA Policy 522 (Student Sex, Gender, Gender Identity Nondiscrimination)