



Equal Educational Opportunity

Adopted: Mar 26, 2024

Irrawaddy Academy **102. Equal Educational Opportunity**

I. PURPOSE

The purpose of this policy is to ensure that equal educational opportunity is provided for all students of Irrawaddy Academy (Irrawaddy).

II. GENERAL STATEMENT OF POLICY

A. The policy of Irrawaddy is to provide equal educational opportunity for all students. Irrawaddy does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, gender, marital status, parental status, status with regard to public assistance, disability, sexual orientation, or age. Irrawaddy also makes reasonable accommodations for disabled students.

B. Irrawaddy prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute violation of Irrawaddy's policy on harassment and violence and Irrawaddy's procedures for addressing such complaints, refer to Irrawaddy's policy on 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. Every Irrawaddy employee shall be responsible for complying with this policy conscientiously.

E. Any student, parent, or guardian having a question regarding this policy should discuss it with the appropriate Irrawaddy official as provided by policy. In the absence of a specific designee, an inquiry or a complaint should be referred to the Executive Director.

Legal References:

Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)

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. § 12101 et seq. (Americans with Disabilities Act of 1990)

Cross References:

Irrawaddy Policy 401A (Nondiscrimination)

Irrawaddy Policy 402 (Harassment and Violence)

Irrawaddy Policy 509 (Student Sex Nondiscrimination) Irrawaddy Policy 521 (Student Disability Nondiscrimination)



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