

528 STUDENT PARENTAL, FAMILY AND MARITAL STATUS NONDISCRIMINATION

I. PURPOSE

Students are protected from discrimination on the basis of sex and marital status pursuant to Title IX of the Education Amendments of 1972 and the Minnesota Human Rights Act. This includes discrimination on the basis of pregnancy. The purpose of this school district policy is to provide equal educational opportunity for all students and to prohibit discrimination on the grounds of sex, parental, family, or marital status.

II. GENERAL STATEMENT OF POLICY

- A. The school district 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.
- B. The school district will not discriminate against any student, or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of such students' pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery there from, unless the student requests voluntarily to participate in a separate portion of the program or activity of the recipient.
- C. The school district 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. The school district 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 school district employee to comply with this policy.
- F. The school district has designated the Human Resource Director as its 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 referred to the Assistant Secretary for Civil Rights of the United States Department of Education. In the absence of a specific designee, an inquiry or complaint should be referred to the superintendent or the school district human rights officer.

- 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 Nondiscrimination.
- I. A copy of the district’s grievance procedure for complaints of discrimination is available at all district buildings main offices, the district offices and our website at the following link: <http://www.alexandria.k12.mn.us/Page/4294>.

Legal References:

Minn. Stat. § 363.01 et seq. (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:

Policy 102 (Equal Educational Opportunity)
Policy 413 (Harassment and Violence)
Policy 522 (Student Sex Nondiscrimination)

Policy Adopted: 9-22-80 (FORMERLY POLICY 541)
Policy Revised: 4-18-05, 12-17-12, 6/17/19
Alexandria School District - No. 206
Alexandria, Minnesota

**ALEXANDRIA PUBLIC SCHOOLS
INCIDENT REPORT FORM**

This form is used to identify a possible incident of bullying or harassment. The staff person who observes the conduct or receives the concern should complete this form, not the complaining student or staff. Copies of this form should be forwarded to the Site Complaint Manager for follow up.

Date of report: _____ Time of Incident: _____

School: _____ District: _____

Teacher/Staff: _____ Position: _____

Location of Incident: _____

Name(s) of target(s):	Name(s) of accused staff member(s):	Name(s) of witnesses/bystanders:

Information about the Target:		
Grade	Gender	
	<input type="checkbox"/> M <input type="checkbox"/> F	<input type="checkbox"/> African American <input type="checkbox"/> Asian/Pacific Islander <input type="checkbox"/> Hispanic <input type="checkbox"/> Native American <input type="checkbox"/> White <input type="checkbox"/> Other

Information about the Accused Staff Member:		
Grade	Gender	
	<input type="checkbox"/> M <input type="checkbox"/> F	<input type="checkbox"/> African American <input type="checkbox"/> Asian/Pacific Islander <input type="checkbox"/> Hispanic <input type="checkbox"/> Native American <input type="checkbox"/> White <input type="checkbox"/> Other

Check all behaviors that apply.

PHYSICAL CONDUCT – Harm to another’s body or property. *Criminal Conduct/Mandatory Reporting				
<input type="checkbox"/> Threatening physical harm <input type="checkbox"/> Making threatening gestures <input type="checkbox"/> Starting a fight <input type="checkbox"/> Blocking movement,	<input type="checkbox"/> Pushing <input type="checkbox"/> Pinching <input type="checkbox"/> Scratching <input type="checkbox"/> Hair pulling <input type="checkbox"/> Spitting	<input type="checkbox"/> Slapping <input type="checkbox"/> Kicking <input type="checkbox"/> Tripping <input type="checkbox"/> Biting <input type="checkbox"/> Hitting	<input type="checkbox"/> Destroying or defacing property* <input type="checkbox"/> Extortion* <input type="checkbox"/> Theft* <input type="checkbox"/> Sexual assault*	<input type="checkbox"/> Assault with a weapon* <input type="checkbox"/> Arson* <input type="checkbox"/> Other:

cornering <input type="checkbox"/> Shoving				
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EMOTIONAL CONDUCT – Harm to another’s self-worth, in person or electronically.

<input type="checkbox"/> Insulting gestures <input type="checkbox"/> Dirty looks <input type="checkbox"/> Insulting remarks <input type="checkbox"/> Name calling <input type="checkbox"/> Taunting	<input type="checkbox"/> Defacing or falsifying schoolwork <input type="checkbox"/> Insulting/degrading graffiti <input type="checkbox"/> Harassing and/or frightening phone calls, emails, text or phone messages <input type="checkbox"/> Cyberbullying	<input type="checkbox"/> Racial, ethnic or religious slurs or epithets <input type="checkbox"/> Insulting remarks related to disability, gender or sexual orientation	<input type="checkbox"/> Threatening another to secure silence <input type="checkbox"/> Challenging in public <input type="checkbox"/> Unwanted sexually suggested remarks, images or gestures <input type="checkbox"/> Other:
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SOCIAL (RELATIONAL) CONDUCT – Harm to another through damage (or threat of damage) to relationship or feelings of acceptance, friendship or group inclusion.

<input type="checkbox"/> Using negative body language or facial expressions <input type="checkbox"/> Gossiping <input type="checkbox"/> Starting/spreading rumors	<input type="checkbox"/> Playing mean tricks <input type="checkbox"/> Insulting publicly <input type="checkbox"/> Ignoring someone to punish or coerce <input type="checkbox"/> Cyberbullying	<input type="checkbox"/> Threatening to end a relationship <input type="checkbox"/> Undermining other relationships <input type="checkbox"/> Passively not including in group	<input type="checkbox"/> Exclusion <input type="checkbox"/> Ostracizing/ total group rejection <input type="checkbox"/> Arranging public humiliation <input type="checkbox"/> Other:
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- Additional comments should be put on back of this form –