

**I. PURPOSE**

The purpose of this policy is to provide equal educational opportunity for all students and to prohibit discrimination on the basis of sex.

**II. POLICY**

- A. Athlos Academy provides equal educational opportunity for all students, and does not unlawfully discriminate on the basis of sex.
  - 1. No student will be excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any educational program or activity, including athletic activities, operated by Athlos Academy of St. Cloud on the basis of sex.
- B. It is the responsibility of every employee of Athlos Academy of St. Cloud to comply with this policy.
- C. Reporting discrimination on the basis of sex:
  - 1. Any student who believes he or she has been the victim of unlawful sex discrimination by a teacher, administrator or other school employee, or any person who witnesses unlawful sex discrimination towards a student, teacher, administrator, or other school employee, is encouraged to report the alleged acts immediately to the Lead School Administrator or designee.
    - a. The student or witness is encouraged to submit a *Grievance Form* with the Lead School Administrator.
    - b. Investigation of the grievance shall be conducted by the Lead School Administrator as the designated Human Rights Officer.
  - 2. Upon conclusion of the investigation and receipt of a report, Athlos Academy of St. Cloud will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge.

**Legal References:**

[Minn. Stat. § 121A.04](#)

[Minn. Stat. Ch. 363A](#) (Minnesota Human Rights Act)

[20 U.S.C. §§ 1681-1688](#) (Title IX of the Education Amendments of 1972)

**Related Documents:**

Grievance Form