



South Washington County Schools
Cottage Grove, MN

402.1 NONDISCRIMINATION: TITLE IX

I. PURPOSE

The purpose of this policy is to provide a fair employment setting for all persons and to comply with federal law Title IX of the 1972 Educational Amendments.

II. GENERAL STATEMENT OF POLICY

- A. The school district shall not discriminate against qualified individuals on the basis of sex in regard to job application procedures, hiring, advancement, discharge, compensation, job training, and other terms, conditions, and privileges of employment.
- B. The school district shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees to discrimination on the basis of sex. The school district shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual on the basis of sex.
- C. To achieve these ends, the school district will ensure that all personnel procedures and practices will be administered pursuant to this policy. In addition, the school district will periodically review, and as necessary revise, personnel qualifications, standards, policies and procedures.
- D. The Director of Human Resources will carry out all duties under Title IX, including any investigation of any complaint communicated to South Washington County schools alleging noncompliance or alleging any actions which would be prohibited by Title IX of the 1972 Educational Amendments.

Legal References: 20 U.S.C. §1681 - 1688
42 U.S.C. §2000e *et seq.* (Title VII of the Civil Rights Act)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)

POLICY ADOPTED: May 21, 2009

POLICY REVIEWED: August 2013, September 15, 2016

POLICY REVISED: September 26, 2013