



HEARTLAND LAKES COMMUNITY SCHOOL EXISTS TO EMPOWER SCHOLARS TO:
BRAVELY LIVE THEIR TRUTH,
TO BECOME WISE STEWARDS OF THE LAND AND RESOURCES
AND TO IGNITE LASTING CURIOSITY THAT LEADS TO POSITIVE CHANGE IN THEIR SCHOOL, THEIR COMMUNITIES, AND THEMSELVES.

Policy 102 Equal Educational Opportunity (Inclusive Education)

Adoption:	February 13, 2023
Revision History	
Last Board Review: February 13, 2023	
Next Board Review: February 2026	
Review Frequency: Every 3 Years (per Policy 208)	

I. PURPOSE

The purpose of this policy is to ensure that equal educational opportunity is provided for all students at Heartland Lakes Community School (HLCS).

II. DEFINITIONS

III. POLICY STATEMENT

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

[Note: Part of the definition of "sexual orientation" within the Minnesota Human Rights Act (MHRA) is "having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness," which is how gender identity and expression gain protection under the MHRA. Minn. Stat. § 363A.03, Subd. 44.]

- B. HLCS prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute violation of HLCS's policy on harassment and violence and HLCS's procedures for addressing such complaints, refer to HLCS'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. It is the responsibility of every HLCS employee to comply with this Policy conscientiously.
- E. Any student, parent or guardian having any questions regarding this policy should discuss it with the Director. Any inquiry or a complaint regarding this policy should be referred to the Director.

This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon approval by the Director.

Note: The applicability and enforceability of this policy 102 is limited to, and qualified by, Minnesota or Federal law that, at the time any such circumstance within the scope of the policy arises, may be contrary to some aspect or all of the policy.