



## 5000 B

### Definitions: Equal Education Opportunity

### *Regulation 5000 B*

Original Adoption: 03/25/2008

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Revision Dates:

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#### **I. PURPOSE**

The purpose of this regulation is to define terms used in Policy 5000, Equal Education Opportunity, and regulations implementing that policy.

#### **II. DEFINITIONS**

A. “Disability” shall mean any person who:

1. Has a physical, sensory or mental impairment which materially limits one or more major life activities; or
2. Has a record of such an impairment, or
3. Is perceived as having such an impairment.

B. “Gender” shall mean the character of being male or female, and shall include persons who have had their birth gender medically reassigned.

C. “Gender Identity” shall mean having or being perceived as having a self-image or identity either traditionally or not traditionally associated with one’s biological maleness or femaleness.

D. “National origin” shall mean the place of birth of an individual or of any of his/ her lineal ancestors.

E. “Other district personnel” shall mean individuals found in a District facility due to their status as

1. a Board of Directors member
2. an independent contractor under contract with the District;
3. a parent; and/or
4. a volunteer.

F. “Parental status” shall mean those individuals who are biological or adoptive parents or who are pregnant or in the process of adopting another.

G. “Reasonable accommodation” means actions taken by the District to allow the student to have a fair and appropriate education regardless of the known physical or mental disability of the individual, which may include, but do not require:

1. making existing facilities used by students readily accessible to and usable by individuals with disabilities;
2. acquisition or modification of equipment or devices;
3. appropriate adjustment or modifications of examinations, training materials or policies.



- H. “Sexual Orientation” shall mean having or being perceived as having a self-image or identity either traditionally or not traditionally associated with one's biological maleness or femaleness. Sexual orientation does not include a physical or sexual attachment to children by an adult.

***Legal References:***

42 U.S.C. 12101 *et seq.* (Americans with Disabilities Act)  
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)

***Cross References:***

MPS Policy 4002 (Harassment and Violence Prohibition)  
MPS Policy 5050 (Title IX – General Policy)  
MPS Policy 5640 (Married Students)  
MPS Policy 5645 (Continuing Education for Pregnant Students)  
MPS Policy 5750 (Disability and Nondiscrimination)  
MPS Policy 5941 (Equal Access to Facilities)