



5000 B

Definitions: Equal Education Opportunity

Regulation 5000 B

Original Adoption: 03/25/2008
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Review 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. “Family Structure” shall mean the details of the condition of one or more minors residing with their parent, parents, legal guardian, or the designee of the parent or legal custodian of the minor; or the condition of those persons who have created communities of intention through common residence, finances, and social agreements to identify as a family.
- C. “Gender” shall mean the characteristic of being male or female, and shall include persons who have had their birth gender medically reassigned.
- D. “Gender Identity or Expression” 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. Gender expression is accomplished by the choices a person makes in clothing, hair style, name and pronoun choice.
- E. “Marital status” shall mean whether a person is single, married, remarried, divorced, separated, or a surviving spouse and, includes protection against discrimination on the basis of the identity, situation, actions, or beliefs of a spouse or former spouse.
- F. “National origin” shall mean the place of birth of an individual or of any of his/ her lineal ancestors.
- G. “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.



- H. “Parental status” shall mean those individuals who are biological or adoptive parents or who are pregnant or in the process of adopting another.
- I. “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.
- J. “Sexual Orientation or Affectional preference” shall mean having or being perceived as having an emotional, physical, or sexual attachment to another person without regard to the sex of that person. Sexual orientation does not include a physical or sexual attachment to children by an adult.
- K. "Status with regard to public assistance" shall mean the condition of being a recipient of federal, state, or local assistance, including medical assistance, or of being a tenant receiving federal, state, or local subsidies, including rental assistance or rent supplements.

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)