



OSHKI
OGIMAAG

Oshki Ogimaag Charter School

Adopted: 05/21/25

Revised: _____

POLICY No. _____

NONDISCRIMINATION POLICY

I. PURPOSE

The purpose of this policy is to ensure that **Oshki Ogimaag Charter School** provides an inclusive, respectful, and equitable environment, free from discrimination, harassment, and retaliation. This policy affirms our legal obligations under federal and state law and outlines the procedures for addressing concerns fairly and promptly.

II. GENERAL STATEMENT OF POLICY

Oshki Ogimaag Charter School is committed to providing an inclusive, respectful, and equitable educational environment for all students, staff, families, and community members.

In accordance with federal and state law, the school does not discriminate on the basis of race, color, creed, national origin, sex (including sexual orientation, gender identity, and pregnancy), marital status, status with regard to public assistance, disability, religion, age, or genetic information in its programs, activities, employment, or admissions.

This policy applies to all areas of education and employment including academic programs, discipline, extracurricular activities, athletics, special education, transportation, school meals, hiring, and all other school operations.

III. LEGAL BASIS

This policy is adopted in compliance with the following laws and regulations:

- Title IX of the Education Amendments of 1972
- Title VI of the Civil Rights Act of 1964
- Section 504 of the Rehabilitation Act of 1973
- Title II of the Americans with Disabilities Act (ADA)
- Age Discrimination Act of 1975
- Minnesota Human Rights Act (Chapter 363A)
- Minnesota Statutes §124E.03, §121A.03, and §363A.13
- U.S. Department of Education regulations and guidance
- Osprey Wilds Charter School Authorizer requirements

IV. TITLE IX, 504, AND ADA COORDINATOR

Title IX Coordinator and Section 504/ADA Coordinator

Name: Tina Gatzke

Title: Assistant Director, Special Education Coordinator & Title IX and Section 504/ADA Coordinator

Phone: 218-475-2112 Ext. 2012

Email: tgatzke@oshkiogimaag.org

Address: PO Box 320, Grand Portage, MN 55605

V. PROHIBITED CONDUCT

This policy prohibits all forms of unlawful discrimination, including:

- Sex-based harassment, sexual assault, and gender-based bullying
- Racial or ethnic harassment
- Discrimination based on disability, including failure to provide reasonable accommodations
- Denial of access or benefits based on any protected class
- Retaliation against any individual for reporting or participating in an investigation

VI. REPORTING AND COMPLAINTS

Any student, parent/guardian, employee, or community member who believes they have experienced or witnessed discrimination or harassment may report concerns to the school's Title IX or Section 504/ADA Coordinator.

Complaints may be made verbally, in writing, or anonymously. Reports may be submitted at any time, including outside of school hours.

VII. GRIEVANCE AND INVESTIGATION PROCEDURES

Oshki Ogimaag Charter School will follow a consistent, prompt, and impartial process for investigating complaints of discrimination or harassment, including:

- Timely notice to involved parties
- Opportunity to present evidence

- Use of trained personnel to conduct investigations
- Confidentiality maintained to the extent possible
- Written findings and resolution shared with parties
- Right to appeal decisions
- Supportive measures provided, as appropriate

Grievance procedures and timelines are described in detail in the school's Discrimination & Harassment Complaint Process, available on the **Oshki Ogimaag Charter School** Website: <http://www.oshkiogimaag.org>.

VIII. SUPPORTIVE MEASURES

Supportive, non-punitive measures may be offered to any party involved in a discrimination concern or Title IX matter. These may include schedule adjustments, counseling referrals, no-contact directives, academic accommodations, or other individualized supports.

IX. RETALIATION PROHIBITED

Retaliation against any person for reporting discrimination, participating in an investigation, or exercising rights under civil rights laws is strictly prohibited. Retaliatory behavior will be subject to discipline under school policy.

X. NOTICE AND ACCOUNTABILITY

This policy and related procedures shall be:

- Posted on the school website
- Included in student and family handbooks
- Made available in alternative formats upon request
- Distributed annually to students, staff, and families
- Reviewed and updated as needed to ensure compliance with applicable laws

XI. CONTACT FOR FEDERAL OVERSIGHT

Complaints may also be directed to the U.S. Department of Education – Office for Civil Rights:

U.S. Department of Education – OCR

Email: ocr@ed.gov

Phone: 1-800-421-3481

Website: <https://www.ed.gov/ocr>