

## BRAHAM AREA SCHOOLS, ISD #314

Isanti, Kanabec, Chisago & Pine Counties  
531 Elmhurst Avenue South  
Braham, MN 55006

Ken Gagner, Superintendent  
Shawn Kuhnke, HS Princ/ Act Dir  
Jeffrey Eklund, Elem. Principal  
Tammi Johnson, Dean of Students

District Office 320-396-3313  
HS Office 320-396-4444  
Elem Office 320-396-3316  
www.braham.k12.mn.us

Steven Eklund, Board Chair  
Mike Thompson, Vice Chair  
Allison Londgren, Clerk  
Anthony Cuda, Treasurer  
Angie Flowers, Director  
John Paitl, Director  
Robert Hughes, Director

### Statement of Assurance

The Braham Area Public Schools are in compliance with the following state and federal laws prohibiting discrimination:

1. The Minnesota Human Rights Act (Minn. Stat. 363A), which prohibits discrimination in education programs and activities on grounds of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, sexual orientation, disability or age.
2. Title VI of the Civil Rights Act of 1964 (42 USC 2000d., et seq.; 34 CFR Part 100), which provides that no person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the district received federal financial assistance.
3. Title VII of the Civil Rights Act of 1964 (42 USC 2000 e., et. seq.p; P. 88-352), as amended by the Equal Employment Opportunity Act of 1972 (P.L 92-261), which prohibits discrimination in employment because of an individual's race, color, religion, sex, or national origin.
4. Title VII of the Civil Rights Act of 1964 Pregnancy Discrimination Act (within Title VII) (42USC; 2000e(k)).
5. Title IX of the Education Amendments of 1972 (20 USC, Section 1681; 34 CFR Part 106), which prohibits discrimination on the basis of sex in education programs and activities receiving or benefitting from federal financial assistance.
6. The Age Discrimination in Employment Act of 1967 (29 USC, Section 621; 42 USC Section 6101; 29 CFR Part 860), which prohibits discrimination on the basis of age (over 40 years).
7. Minnesota Statute, section 121A.04, which prohibits sex discrimination in athletic programs.
8. Minnesota Statute, section 121A.0, which requires school districts to have a policy prohibiting sexual/racial/religion harassment and violence which applies to students, teachers, administrators and other school personnel.
9. Minnesota Statutes, section 121A.031, which requires school districts to have a written policy to prevent and to prohibit student bullying.
10. Minnesota Rules, Chapter 3535, relating to equality of educational opportunity and school desegregation
11. Section 504 of the Rehabilitation Act of 1973 34 C.f.R. part 104, prohibiting discrimination on the basis of disability.
12. American Disabilities Act 42 U.S.C. § 12101, *et seq.*, also prohibiting discrimination on the basis of disability.
13. Minnesota Rules, part 3500.0550 relating to Inclusive Educational Program Plan.

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14. Denial of Equal Education Opportunity Prohibited (20 U.S.C. § 1703).
15. Title VII of the civil Rights Act of 1969/ Pregnancy Discrimination Act (within Title VII 42 U.S.C. § 2000e (k)).
16. Fair Housing Act 42 U.S.C. § 3601 *et seq.* 24 C.F.R. part 100.
17. Age Discrimination Act 42 U.S.C. § 6101, 6102; 45 C.F.R. part 100.
18. Prohibition of Discrimination Based on Blindness (20 U.S.C. § 1684).
19. This institution is an equal opportunity provider.

**PERSONS WHO BELIEVE THEY HAVE BEEN DISCRIMINATED AGAINST SHOULD CONTACT THE SUPERINTENDENT OF SCHOOLS.**