Adopted: April 5, 2004

Revised: July 11, 2016

401   EQUAL EMPLOYMENT OPPORTUNITY

I.   PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for school district employment and school district employees.

II.   GENERAL STATEMENT OF POLICY

A.   The policy of the school district is to provide equal employment opportunity for all applicants and employees. The school district does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, ~~gender~~, marital status, status with regard to public assistance, disability, sexual orientation, <u>including gender identity or expression</u>, age, family care leave status, or veteran status. The school district also makes reasonable accommodations for disabled employees.

B.   The school district prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute impermissible harassment and the school district's internal procedures for addressing complaints of harassment, please refer to the school district's policy on harassment and violence.

C.   This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment.

D.   Every school district employee shall be responsible for following this policy.

E.   Any person having a question regarding this policy should discuss it with the Superintendent of Schools.

Legal References: Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
29 U.S.C. § 621 *et seq.* (Age Discrimination in Employment Act)
29 U.S.C. § 2615 (Family and Medical Leave Act)
38 U.S.C. § 4301 *et seq.* (Employment and Reemployment Rights of Members of the Uniformed Services)
38 U.S.C. § 4211 *et seq.* (Employment and Training of Veterans)
42 U.S.C. § 2000e *et seq.* (Title VII of the Civil Rights Act)
42 U.S.C. § 12101 *et seq.* (Equal Opportunity for Individuals with Disabilities)

Cross References: Policy 402 (Disability Nondiscrimination)
Policy 405 (Veteran's Preference)
Policy 413 (Harassment and Violence)