



*First Reading: July 13, 2017*

*Second Reading: August 10, 2017*

*Approval: September 14, 2017*

## **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 Mahtomedi Public Schools is to provide equal employment opportunity for all applicants and employees. The school district does not discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, age, gender identity and expression, socio-economic status 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. It is the responsibility of every school district employee to follow this policy.
- E. Any person having a question regarding this policy should discuss it with the Coordinator of Human Resources.
- F. The following persons have been designated to handle inquiries regarding the Equal Employment Opportunity policy:

- Section 504 Coordinator – Director of Learning and Accountability, Mahtomedi Public Schools, 1520 Mahtomedi Ave., Mahtomedi, MN 55115. 651-407-2000.
- Title IX Coordinator – Assistant Principal of Athletics/Activities, Mahtomedi Public Schools, 8000 75th Street North, Mahtomedi, MN 55115. 651-762-5800.

***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. § 4211 *et seq.* (Employment and Training of Veterans)  
 38 U.S.C. § 4301 *et seq.* (Employment and Reemployment Rights of Members of the Uniformed Services)  
 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)

*Revised: 4/13/17; 8/13/15 (MSBA Policy Review); 5/8/97*

*Adopted: 5/21/91*