

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 in Independent School District 182, Crosby-Ironton Public Schools.

II. GENERAL STATEMENT OF POLICY

- A. It is the Crosby-Ironton School District's policy 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, age, family care leave status or veteran status. The school district also makes reasonable accommodations for disabled employees.
- B. The Crosby-Ironton 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 any questions regarding this policy should discuss it with the Superintendent of Schools.

A student, parent or employee can file a complaint with OCR at any time:

Office for Civil Rights,
Chicago Office
U.S Department of Education
John C. Kluczynski Federal Bldg.
230 S. Dearborn Street 37th Floor
Chicago, IL 60604
Tel: 312/730-1560
Fax: 312/730-1576
Email: OCR.Chicago@ed.gov

Students, parents and employees may file a complaint of discrimination with:

MN Department of Human Rights

Griggs Midway Building
540 Fairview Avenue N, Suite 201
St. Paul, MN 55104
800/657-3704
651/539-1100
Email: info.mdhr@state.mn.us

Employees may file a complaint of discrimination with:

Equal Employment Opportunity Commission

Towle Building
330 South 2nd Avenue, Suite 720
Minneapolis, MN 55401-2224
Unites States
Phone: 612/552-7306
Fax: 612/335-4066
TTY: 800/669-6820
ASL Video Phone: 844/234-5122

The district's grievance procedure can be found on the district website at:

<https://5il.co/gxxf>

The district's 504 and Title IX Coordinators can be found on the district website at:

<http://crosbyirontomn.apptegy.us/o/cisd/page/human-rights-non-discrimination>

Legal References: Minn. Stat. Ch. 363 (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. (Vietnam Era Veterans' Readjustment Assistance Act)
38 U.S.C. § 4211 et. seq. (Veterans' Reemployment Rights Act)
42 U.S.C. § 2000e et seq. (Title VII of the Civil Rights Act)
42 U.S.C. § 12101 et seq. (Americans with Disabilities Act)

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