

## ~~4010 — EQUAL EMPLOYMENT AND PROMOTIONAL OPPORTUNITIES~~

~~Equal employment and promotional opportunities will be provided for all persons without regard to race, creed, color, religion, sex, age, disabilities, marital status, national origin, status with respect to public assistance or any other legally protected characteristic. The School District, in accordance with all applicable federal, state, and local anti-discrimination laws, including Chapter 363A of Minnesota Statutes, will use approved traditional and non-traditional methods to recruit, employ, train, assign, transfer, retain, and to promote equity in employment of women, people of color and other legally protected characteristics through a positive recruitment plan. Additionally, the recruitment plan will be superseded by all criteria as defined by contracts, collective bargaining agreements and state/federal laws. The School Board will provide resources to implement this plan in every department and school and at all levels of operation.~~

~~Employees with questions or complaints concerning the School District's compliance with Federal and State anti-discrimination laws are encouraged to utilize the "Equal Opportunity Policy Complaint Procedure" to register such questions and complaints.~~

~~Adopted: 04-08-1975 ISD 709~~

~~Revised: 12-11-1979~~

~~03-08-1983~~

~~06-20-1995~~

~~09-21-2004 ISD 709~~

~~Deleted: 10-16-2018 ISD 709~~