



**FOREST LAKE AREA SCHOOLS
FOREST LAKE, MN 55025**

April 4, 2019

AGENDA ITEM: 9.9

TOPIC: Equal Employment Opportunity – Policy 412

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

PROCESS: The School Board Policy Committee has reviewed this policy, and they are presenting it to the School Board with the changes noted per the MSBA updates.

RECOMMENDATION: Approval of this policy.

[Note: School districts are not required by statute to have a policy addressing these issues. However, the Equal Employment Opportunity Commission strongly encourages the adoption of a policy and will look for such a policy during accreditation visits, audits, or investigations.]

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. ~~It is the school district's policy~~ 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, marital status, status with regard to public assistance, disability, sexual orientation, including gender identity or expression, age, family care leave status, or veteran status. The school district also makes reasonable accommodations for disabled employees.

[Note: The Minnesota Human Rights Act defines "sexual orientation" to include "having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness." Minn. Stat. § 363A.03, Subd. 44.]

B. ~~The school district prohibits discrimination and discrimination in the form of 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 Reporting Discrimination, Hharassment and Vviolence.~~

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 eEvery school district employee to follow~~ shall be responsible for following this policy.

E. Any person having any questions regarding this policy should discuss it with the Director of Administration and Human Resources.

F. ~~Any person wishing to report complaints regarding discrimination should contact the Director of Administration and Human Resources.~~

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: Disability Nondiscrimination Policy 432
Veteran's Preference Policy 441
Harassment and Violence Policy 425

Adopted: 06/07/99
Revised: 12/03/01