



401

EQUAL OPPORTUNITY

APPROVED: 04/2023

UPDATED:

I. PURPOSE

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

II. GENERAL STATEMENT OF POLICY

- A.** It is the school's policy to provide equal employment opportunities 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 or affectional orientation, age, familial status, gender identity and expression, veteran status, or membership or activity in a local commission as defined by Minn. Stat § 363A.03. The school also makes reasonable accommodations for disabled employees.
- B.** The school 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's internal procedures for addressing complaints of harassment, refer to the school's policy on harassment and violence (Policy 413).
- 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 employee to follow this policy.

LEGAL REFERENCES:

Minn. Stat. § 363A.03 - Human Rights