

POLICY: 401
ADOPTED: 04/16/01
REVISED: 06/19/06
REVISED: 11/26/07
REVISED: 06/09/08
REVIEWED: 09/27/10
REVISED: 04/25/11

INDEPENDENT SCHOOL DISTRICT 199
Inver Grove Heights Community Schools
2990 80th Street East
Inver Grove Heights, Minnesota 55076

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 accordance with all applicable Equal Employment Opportunity laws, directives and regulations of federal, state and local governing bodies or agencies thereof, specifically Minnesota Statutes Ch. 363A (Minnesota Human Rights Act).

II. General Statement of Policy

- A. 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, membership or activity in a local commission, disability, sexual orientation, age, family care leave status or veteran status. The school district also makes reasonable accommodations for disabled employees.
- B. The school district prohibits any form of religious, racial or sexual harassment and violence. 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 practices including hiring, discharge, promotion, compensation, facilities or privileges of employment.
- D. It is the responsibility of every school district employee to follow this policy. Any school district employee who does not comply with this policy will be subject to disciplinary action.
- E. Any person having any questions regarding this policy, or who believes he/she has been discriminated against in violation of this policy, should discuss it with the Superintendent or his/her designee.

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. § 2000 *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 - Hiring
Policy 413 - Harassment and Violence