

| Policy Title                 | Policy Number | Date Approved/Revised  |
|------------------------------|---------------|--|
| Equal Employment Opportunity | 401           | 5/20/08<br>Revised: 11/22/11<br>Revised: 6/28/16<br>Revised: 9/25/18<br>Revised: 5/21/19 |

1) General Statement of Policy

- a) The policy of the school district's policy 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, gender identity, gender expression, 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 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) Every school district employee shall be responsible for following this policy.
- e) Any person having any questions regarding this policy should discuss it with the Director of Human Resources.

**Rationale:** School District 622 – North St. Paul-Maplewood-Oakdale shall provide equal employment opportunity for all applicants for school district employment and school district employees.

| Adoption and Revision History   | Incorporated Policies |
|---|-----------------------|
| 401 EQUAL EMPLOYMENT OPPORTUNITY (This policy adopted: May 13, 1997; rescinded: August 5, 2008)   | MSBA 401              |
| EM-020.2 EQUAL EMPLOYMENT OPPORTUNITY (This policy adopted: May 20, 2008) Revised: November 22, 2011; Revised: June 28, 2016; Revised: September 25, 2018 |                       |
| 401 EQUAL EMPLOYMENT OPPORTUNITY<br>This policy revised: May 21, 2019   |                       |

Administrative Rule, Regulation and Procedure: NA

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. § 4301 et seq. (Employment and Reemployment Rights of Members of the Uniformed Services)

38 U.S.C. § 4211 et seq. (Employment and Training of Veterans)  
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:

MSBA/MASA Model Policy 402 (Disability Nondiscrimination)  
MSBA/MASA Model Policy 405 (Veteran's Preference)  
MSBA/MASA Model Policy 413 (Harassment and Violence)