

Adopted: Prior to 1992

ISD 704

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06/27/16

Policy 401

401 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.

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, 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.
- 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 ISD 704 Policy 413, 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 Section 504 Coordinator, Joe Krasselt, Middle School Principal, 131 9th Ave, Proctor, MN 55810, 218-628-4926, jkrasselt@proctor.k12.mn.us or Title IX Coordinator, Diane Morin, Bay View Principal, 8708 Vinland St, Duluth, MN 55810, 218-628-4949, dmorin@proctor.k12.mn.us. The Grievance Procedure for Complaints of Discrimination may be found on the District website under District, District Information, District Documents.

Replaces: Policy CU (Nondiscrimination [Title IX]) Policy

Legal References: Minn. Stat. Ch. 363 (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)

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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: Policy 402 (Disability Nondiscrimination)
Policy 405 (Veteran's Preference)
Policy 413 (Harassment and Violence)