

## **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 at Minnesota North Star Academy [hereinafter “North Star”].

### **II. GENERAL STATEMENT OF POLICY**

- A. It is North Star’s policy to provide equal employment opportunity for all applicants and employees. North Star 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, age, family care leave status or veteran status. North Star also makes reasonable accommodations for disabled employees.
- B. North Star 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 North Star’s internal procedures for addressing complaints of harassment, please refer to North Star’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. It is the responsibility of every school district employee to follow this policy.
- E. Any person having any questions regarding this policy should discuss it with the designated North Star’s human rights officer.

**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.* (Vietnam Era Veterans’ Readjustment Assistance Act)  
38 U.S.C. § 4211 *et seq.* (Veterans’ Reemployment Rights Act)  
42 U.S.C. § 2000e *et seq.* (Title VII of the Civil Rights Act)  
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)

**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)