TRIO Wolf Creek Distance Learning Charter School #4095

401 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

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

II. GENERAL STATEMENT OF POLICY

A. It is the charter school's policy to provide equal employment opportunity for all applicants and employees. The charter school 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 charter school also makes reasonable accommodations for disabled employees.

B. The charter 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 charter school's internal procedures for addressing complaints of harassment, please refer to the charter school'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 charter school employee shall be responsible for following this policy.

E. Any person having any questions regarding this policy should discuss it with the director.

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)
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 (Policy Preventing Harassment and Violence)