

Adopted: 2-3-07

Southside Family Charter School Policy 401

Orig. 1995

Revised: 3-11-17

Rev. 2008

401 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for Southside Family Charter School employment and school employees.

II. GENERAL STATEMENT OF POLICY

- A. It is the school's policy to provide equal employment opportunity for all applicants and employees. The school does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, gender, marital status, status with regard to public assistance, disability, sexual orientation, age, family care leave status or veteran status. The school also makes reasonable accommodations for disabled employees.
- B. The 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 school's internal procedures for addressing complaints of harassment, please refer to the 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 school employee shall be responsible for following this policy.
- E. Any person having any questions regarding this policy should discuss it with the School Leader.

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: Southside Family Charter School Policy 402 (Disability
Nondiscrimination)
Southside Family Charter School Policy 413 (Harassment and Violence
Prohibition: Protected Classes)