



## **401 Equal Employment Opportunity**

### **I. Purpose**

The purpose of this policy is to provide equal employment opportunity for all applicants for North Shore Community School (NSCS) employment and North Shore Community School employees.

### **II. General Statement of Policy**

A. It is the policy of NSCS 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, age, family care leave status or veteran status. North Shore Community School also makes reasonable accommodations for disabled employees.

B. North Shore Community 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 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. 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 director.

#### *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. § 4211 et seq. (Employment and Training of Veterans)*  
*38 U.S.C. § 4301 et seq. (Employment and Reemployment Rights of Members of the Uniformed Services)*  
*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)*

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