

Adopted: 2/27/07

MSBA/MASA Model Policy 401

Orig. 1995

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Rev. 2015

## **401 EQUAL EMPLOYMENT OPPORTUNITY**

### **I. PURPOSE**

The purpose of this policy is to provide equal employment opportunity for all applicants for BRIC ISD 998 district employment and BRIC ISD 998 district employees.

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

- A. The policy of the BRIC ISD 998 district is to provide equal employment opportunity for all applicants and employees. The BRIC ISD 998 district 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 BRIC ISD 998 district also makes reasonable accommodations for disabled employees.
- B. The BRIC ISD 998 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 BRIC ISD 998 district's internal procedures for addressing complaints of harassment, please refer to the BRIC ISD 998 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. Every BRIC ISD 998 district employee shall be responsible for following this policy.
- E. Any person having a question regarding this policy should discuss it with the executive 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)