

MINNETONKA PUBLIC SCHOOLS

EQUAL EMPLOYMENT OPPORTUNITIES POLICY #401

1.0 PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for Minnetonka School District employment and Minnetonka School District employees.

2.0 GENERAL STATEMENT OF POLICY

- A. It is the Minnetonka School District's policy to provide equal employment opportunity for all applicants and employees. In accord with Minnesota and Federal law, the Minnetonka 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. The Minnetonka School District also makes reasonable accommodations for disabled employees.
- B. The Minnetonka School 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 Minnetonka School District's internal procedures for addressing complaints of harassment, please refer to the Minnetonka School District's policy on Harassment and Violence, Policy 427, and Respectful Workplace, Policy 428.
- 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 contact the Assistant Superintendent for Human Resources.
- F. To the extent required by law, the Minnetonka Public Schools will provide necessary accommodations to employees and job applicants who have medical or physical limitations, without regard to whether the employee is legally disabled. An accommodation to an employee does not mean that the employee has a legal disability.

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: Policy 410, Family and Medical Leave Act
Policy 425, Leaves of Absence Without Pay-Authority to Act
Policy 427, Harassment and Violence
Policy 428, Respectful Workplace
Policy 433, Nepotism

Approved: ***May 7, 2009***