

Northeast College Prep

Policy # 401: EQUAL EMPLOYMENT OPPORTUNITY

Adopted: 2/25/14

Revision Date: 5/19/20, 8/20/2024

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, gender identity, gender 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 (Policy 413).
- 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 charter school employee to follow this policy.
- E. Any person having any questions regarding this policy should discuss it with the executive director or their designee.

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: MSBA/MASA Model Policy 402 (Disability Nondiscrimination)
MSBA/MASA Model Policy 405 (Veteran's Preference) MSBA/MASA Model Policy 413 (Harassment and Violence)

MSBA/MASA Model Policy 401

Orig. 1995
Rev. 2022