EMID
EAST METRO
INTEGRATION
DISTRICT 6067

Adopted: <u>April, 1996</u>   EMID 6067 Board Policy 401

                                                                  (required policy)

Revised: <u>September, 2004; December, 2014; October 19, 2016</u>

401   EQUAL EMPLOYMENT OPPORTUNITY

I.   PURPOSE

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

II.   GENERAL STATEMENT OF POLICY

A.   It is EMID's policy to provide equal employment opportunities for all applicants and employees. EMID does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, gender identity and expression, marital status, status with regard to public assistance, disability, sexual orientation, age, family care leave status or veteran status. EMID also makes reasonable accommodations for disabled employees.

B.   EMID prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute harassment and EMID's internal procedures for addressing complaints of harassment, please refer to EMID Policy 413 - 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 EMID employee to follow this policy.

E.   Any person having any questions regarding this policy should discuss it with the Executive Director.

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.* (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: EMID Policy 402 (Disability Nondiscrimination)
                             EMID Policy 405 (Veteran's Preference)
                             EMID Policy 413 (Harassment and Violence)