



<b>Policy Title &amp; Number</b>	401-Equal Employment Opportunity
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<b>Date Created:</b>	April 26, 2018
<b>Past Policy Revision Date(s):</b>	Reviewed August 2018
<b>Related Policy(ies):</b>	
<b>Policy Type (Operating, Board)</b>	Operating

**A. Purpose**

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

**B. Definitions**

**C. Policy Statement**

It is TrekNorth’s policy to provide equal employment opportunity for all applicants and employees. TrekNorth 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 and expression, age, genetic information, reprisal for protected activities, family care leave status or veteran status. The school also makes reasonable accommodations for disabled employees. The school prohibits discrimination and discrimination in the form of 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’s internal procedures for addressing complaints of harassment, please refer to TrekNorth’s Harassment and Violence Policy, Policy #413. More information about non-discrimination, whistleblowing, and reporting can be found in Policy #402. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment. Any person wishing to report complaints regarding discrimination may contact the Director or another key employee

such as the school's Assistant Director or Human Rights Officer (School Social Worker). In order to provide equal employment and advancement opportunities to all individuals, employment decisions at TrekNorth will be based on merit, qualifications, and abilities. TrekNorth does not discriminate in opportunities or practices because of race, color, religion, sex, national origin, age, sexual orientation, disability or any other reason as defined by law.

*This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon approval by the Director.*

#### **D. Associated Procedures or Other Information**

#### **E. Associated Forms**

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. § 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 413 (Harassment and Violence)