

401 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for Minnesota Transitions Charter School (MTCS) employment and MTCS employees.

II. GENERAL STATEMENT OF POLICY

A. The policy of MTCS is to provide equal employment opportunity for all applicants and employees. MTCS 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. MTCS also makes reasonable accommodations for disabled employees.

B. MTCS prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute impermissible harassment, please refer to MTCS'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 MTCS employee shall be responsible for following this policy.

E. Any person having a question regarding this policy should discuss it with their supervisor and/or Human Resources Staff.

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: MTCS Policy 402 (Employee Disability Nondiscrimination)

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MTCS Policy 413 (Harassment and Violence)

