

Adopted: 11-13-2018

PiM Arts High School Policy 401

Revised: _____

401 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for PiM Arts High School employment and PiM Arts High School employees.

II. GENERAL STATEMENT OF POLICY

- A. The policy of PiM Arts High School is to provide equal employment opportunity for all applicants and employees. PiM Arts High 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, age, family care leave status, or veteran status. PiM Arts High School also makes reasonable accommodations for disabled employees.
- B. PiM Arts High 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 PiM Arts High School' internal procedures for addressing complaints of harassment, please refer to PiM Arts High School' 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. It is the responsibility of every PiM Arts High School employee to follow this policy.
- E. Any person having a question regarding this policy should discuss it with an administrator.

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: MSBA/MASA Model Policy 402 (Disability Nondiscrimination)

MSBA/MASA Model Policy 405 (Veteran's Preference)

MSBA/MASA Model Policy 413 (Harassment and Violence)