

401 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

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

II. GENERAL STATEMENT OF POLICY

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

B. The school district 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 school district's internal procedures for addressing complaints of harassment, please refer to the school district'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. It is the responsibility of every school district employee to follow this policy.

E. Any person having a question regarding this policy should discuss it with the Title IX and/or Section 504 Coordinators.

Title IX Coordinator:
Paul Grams
Superintendent/Elem Principal
148 South 2nd Street, McGregor
218-768-2111 ext 226
pgrams@mcgregor.k12.mn.us

Alternate Title IX Coordinator:
Robert Staska
High School Principal
148 South 2nd Street, McGregor
218-768-2111 ext 235
rstaska@mcgregor.k12.mn.us

Section 504 Coordinator:
James Fischer
School Counselor
148 South 2nd Street, McGregor
218-768-2111 ext 237
jdfischer@mcgregor.k12.mn.us

Alternate Section 504 Coordinator:
Heather Nistler
School Nurse
148 South 2nd Street, McGregor
218-768-2111 ext 232
hnistler@mcgregor.k12.mn.us

III. GRIEVANCE PROCEDURE

A grievance procedure for complaints of discrimination is available in the District Office, High School Office, Elementary Office and on the school website at www.mcgregor.k12.mn.us. The grievance procedure is listed as policy number 446.

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)