

## **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, gender, 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. Every school district employee shall be responsible for following this policy.
- E. The following people have been designated as the Title IX and Section 504 Coordinators to handle inquiries regarding the non-discrimination policies:

East Central Schools, ISD #2580  
Stefanie Youngberg, Superintendent  
61085 State Hwy. 23  
Finlayson, MN 55735  
Office Phone: (320) 245-6001  
[syoungberg@eastcentral.k12.mn.us](mailto:syoungberg@eastcentral.k12.mn.us)

Alternate: East Central Schools, ISD #2580  
Judy Loken, Board Chair  
61085 State Hwy. 23  
Finlayson, MN 55735  
Office Phone: (320) 245-6000  
[jloken@eastcentral.k12.mn.us](mailto:jloken@eastcentral.k12.mn.us)

- F. A grievance procedure for complaints of discrimination is available on the district website at [www.eastcentral.k12.mn.us](http://www.eastcentral.k12.mn.us)

**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:*** East Central ISD #2580 Policy 402 (Disability Nondiscrimination)  
East Central ISD #2580 Policy 405 (Veteran's Preference)  
East Central ISD #2580 Policy 413 (Harassment and Violence)