

401 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

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

II. GENERAL STATEMENT OF POLICY

- A. It is the STEP Academy's policy to provide equal employment opportunity for all applicants and employees. The STEP Academy 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 STEP Academy also makes reasonable accommodations for disabled employees.
- B. The STEP Academy 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 STEP Academy's internal procedures for addressing complaints of harassment, please refer to the STEP Academy'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 STEP Academy employee to follow this policy.
- E. Any person having any questions regarding this policy should discuss it with the school director.

Legal References: Minn. Stat. Ch. 363 (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 405 (Veteran's Preference)
MSBA/MASA Model Policy 413 (Harassment and Violence)

Adopted: February 15, 2011