

INDEPENDENT SCHOOL DISTRICT 271
Bloomington, Minnesota


REQUEST FOR SCHOOL BOARD ACTION

DATE OF BOARD MEETING: August 27, 2018
SUBJECT: Policy 401, Equal Employment Opportunity
ORIGINATING DEPARTMENT: Office of Human Resources
APPROVAL OF ADMINISTRATIVE CABINET MEMBER: Mary E. Burroughs ^{MB}
Executive Director, Human Resources

RESOLUTION FOR BOARD TO ADOPT:

RESOLVED, that the School Board of Independent School District 271 approves Revised Policy 401, Equal Employment Opportunity.

RECOMMENDATION OF SUPERINTENDENT:

Approve. 

DETAILED BACKGROUND:

Policy 401 provides equal employment opportunity for all applicants for District employment and District employees.

The revisions to Policy 401 includes a language change in the MSBA model for this mandatory policy as well as the District's policy format.

District Legal Counsel, David Holman, has reviewed the proposed revisions. There is no accompanying regulation.

At its meeting August 13, 2018, the School Board Policy Committee reviewed the revised policy as proposed by Administration and recommends approval.

Adopted: September 24, 2001
Superintendent Review: March 10, 2008
Board Review: June 9, 2014 (No Change)
Board Revised: August 27, 2018 [Routine Review /MSBA Model Policy/Mandatory]

Contract Person: Executive Director of Human Resources

POLICY 401 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

To provide equal employment opportunity for all applicants for District employment and District employees.

II. GENERAL STATEMENT OF POLICY

- A. It is the District's policy to provide equal employment opportunity for all applicants and employees. The 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, including gender identity or expression, age, family care leave status or veteran status. The District also makes reasonable accommodations for disabled employees.
- B. The 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 District's internal procedures for addressing complaints of harassment, please refer to the 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 District employee to follow this Policy.
- E. Any person having any questions regarding this Policy should discuss it with the Executive Director of Human Resources.