

Adopted 5/8/2023

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 for School District employees.

II. POLICY STATEMENT

A. It is the policy of the School District to provide equal employment for all applicants and employees. The School District does not 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 veterans' status. The School District makes reasonable accommodation for disabled employees and employees with sincerely held religious beliefs, observances and practices.

B. The School District prohibits discrimination or harassment of any applicant or employee based on any of the categories listed above. Employees and applicants are also protected against retaliation for engaging in protected activity, such as reporting discrimination or harassment. If an applicant or employee believes they may have been subjected to discrimination, harassment, or retaliation, they should report it to the School District's Human Rights Officer **Sherri Broderius through June 30, 2023, Starting July 1, 2023 Josh Austad.**

C. This Policy applies to all aspects of employment including hiring, promotion, compensation, facilities, or privileges of employment.

D. Every School District employee shall be responsible for following this Policy.

E. Any person having questions regarding this Policy should contact the Superintendent of Schools **Sherri Broderius through June 30, 2023, Starting July 1, 2023 Josh Austad.** broderiuss@maccray.k12.mn.us, austadj@maccray.k12.mn.us

Cross References:

Policy 402 (Disability Nondiscrimination)

Policy 405 (Veterans' Preference)

Policy 413 (Harassment and Violence)