

Adopted: 6/17/2008
Revised:

Saint Paul Public Schools Policy

401.00

401.00 EQUAL EMPLOYMENT OPPORTUNITY

1. The Saint Paul Public Schools shall 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 or affectional orientation, age, family-care leave status or veteran status. The school district also shall make reasonable accommodations for disabled employees.
2. The school district prohibits the harassment of any individual for any of the categories listed above.
3. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment.
4. Every school district employee shall comply with this policy.
5. The Executive Director of Human Resources and Employee Relations shall reply to all inquiries made regarding the interpretation and application of this policy.

LEGAL REFERENCES:

Minn. Stat. Chapter 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. § 4301 *et seq.* (Employment and Re-employment Rights of Members of the Uniformed Services)
38 U.S.C. § 4211 *et seq.* (Employment and Training of Veterans)
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:

102.00, Equal Opportunity/Non-Discrimination
602.00, Multicultural, Intercultural, Non-Racist, Non-Sex-Biased, Gender and Disability Fair Education