

401 Equal Employment Opportunity Policy

Adopted: March 2005

Modified: July 2022

Last review: July 2022

1 Purpose

2 The purpose of this policy is to protect job applicants and employees from discrimination on the basis of
3 race, color, creed, religion, national origin, sex (including sexual orientation; gender identity or
4 expression; pregnancy or pregnancy related conditions; and sex stereotypes), marital status, status with
5 regard to public assistance, disability, age, family care leave status or veteran status.

6 Policy

7 A. Minnesota Online High School, hereafter referred to as MNOHS, provides an equal employment
8 opportunity for all applicants and employees.

9 B. MNOHS does not unlawfully discriminate on the basis of race, color, creed, religion, national
10 origin, sex (including sexual orientation; gender identity or expression; pregnancy or pregnancy related
11 conditions; and sex stereotypes), marital status, status with regard to public assistance, disability, age,
12 genetic information, , family care leave status or veteran status. MNOHS makes reasonable
13 accommodations for individuals with disabilities.

14 C. MNOHS prohibits the harassment of any individual for any of the categories listed above. For
15 information about the types of conduct that constitute impermissible harassment and the MNOHS'
16 internal procedures for addressing complaints of harassment, please refer to MNOHS 413 Harassment
17 and Violence Policy.

18 D. This policy applies to all areas of employment including hiring, discharge, promotion,
19 compensation, facilities or privileges of employment.

20 E. It is the responsibility of every MNOHS employee to follow this policy.

21 F. Any person having any questions regarding this policy should discuss it with the executive
22 director.

23 Right to Complaint

24 **Claims of unlawful discrimination may be directed to:**

25 **US Equal Employment Opportunity Commission - Minneapolis Area Office**

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26 **Towle Building**
27 **330 South Second Avenue, Suite 720**
28 **Minneapolis, MN 55401-2224**
29 **Phone: 612-552-7306**
30 **TTY: 1-800-669-6820**
31 **ASL Video Phone: 844-234-5122**
32 **Online Public Portal: <https://publicportal.eeoc.gov/portal/Login.aspx>**

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34 ***Legal References:*** Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
35 29 U.S.C. § 621 et seq. (Age Discrimination in Employment Act)
36 29 U.S.C. § 2615 (Family and Medical Leave Act)
37 38 U.S.C. § 4301 et seq. (Vietnam Era Veterans' Readjustment Assistance Act)
38 38 U.S.C. § 4211 et seq. (Veterans' Reemployment Rights Act)
39 42 U.S.C. § 2000e et seq. (Title VII of the Civil Rights Act)
40 42 U.S.C. § 12101 et seq. (Americans with Disabilities Act)

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42 ***Cross References:*** MNOHS Policy 402 (Disability Nondiscrimination)
43 MNOHS Policy 405 (Veteran's Preference)
44 MNOHS Policy 413 (Harassment and Violence)