

Adopted: January 13, 1997

Revised: August 12, 2019, November 28, 2022, May 8, 2023

Reviewed: May 9, 2016; August 22, 2016; September 11, 2017

## **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 all school district employees.

### **II. GENERAL STATEMENT OF POLICY**

- A. We are an Equal Opportunity Employer and Educator who fully and actively supports equal access for all people regardless of race, color, creed, religion, national origin, sex, marital status, veteran status, status with regard to public assistance, disability, age, genetic information or testing, family care or medical leave status, sexual orientation and gender identity or expression. The school district also makes reasonable accommodations for disabled employees.
- B. The school 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 school district's internal procedures for addressing complaints of harassment, please refer to the school district's policy on harassment and violence.
- C. The school district prohibits retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or practice in the investigation of any complaint, or otherwise oppose discrimination.
- D. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities, or privileges of employment.
- E. Every school district employee is responsible for following this policy.
- F. Persons who have questions, comments, or complaints should contact the school district's Human Rights Officer

Human Rights Officer:

Tammy Albers, Human Resources Director  
5910 Shingle Creek Pkwy  
Brooklyn Center, MN 55430  
763-450-3386 ext. 1002  
[talbers@bccs286.org](mailto:talbers@bccs286.org)

Alternate:

John Huber, Principal on Special Assignment  
5910 Shingle Creek Pkwy  
Brooklyn Center, MN 55430

763-272-4922

[jhuber@bccs286.org](mailto:jhuber@bccs286.org)

**Legal References:** Minn. Stat. Ch. 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. § 4211 *et seq.* (Employment and Training of Veterans)  
38 U.S.C. § 4301 *et seq.* (Employment and Reemployment Rights of Members of the Uniformed Services)  
42 U.S.C. § 2000e *et seq.* (Equal Employment Opportunities; Title VII of the Civil Rights Act)  
42 U.S.C. § 12101 *et seq.* (Equal Opportunity for Individuals with Disabilities)

**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)