

Adopted: 6/17/2008
Revised: 6/18/2019

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 respect to public assistance, disability, sexual or affectional orientation, age, familial status, gender identity and expression, veteran status or membership or activity in a local commission as defined by Minn. Stat. § 363A.03. 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. 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 school district policy 415.00.
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/or the Equal Employment Opportunity Director 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
415.00 Discrimination, Harassment, Violence and Retaliation