

Adopted: 1995

MSBA/MASA Model Policy 401

Orig. 1995

Revised: July, 2014

Rev. 2008

## **401 EQUAL EMPLOYMENT OPPORTUNITY**

*[Note: School districts are not required by statute to have a policy addressing these issues. However, the Equal Employment Opportunity Commission strongly encourages the adoption of a policy and will look for such a policy during accreditation visits, audits, or investigations.]*

### **I. PURPOSE**

The purpose of this policy is to provide equal employment opportunity for all applicants for school district employment and school district employees.

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

- A. The policy of the school district is to 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 orientation, age, family care leave status, or veteran status. 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. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities, or privileges of employment.
- D. It is the responsibility of every school district employee to follow this policy.

The Greenbush Middle River School District #2683 has a grievance procedure for complaints of discrimination. The grievance procedure may be located in the Greenbush Middle River School District office. The procedure may also be accessed electronically at: [www.middleriver.k12.mn.us](http://www.middleriver.k12.mn.us). The Section 504 Coordinator, Title IX Coordinator and Human Rights Officer contact information is listed below.

**Section 504 Coordinator:**

Sharon Schultz  
Middle River Campus  
K-5/6-8 JH  
335 4th St N  
PO Box 130  
Middle River, MN 56737  
Ph 1.218.222.3310  
Fx 1.218.222.3314

**Title IX Coordinator:**

Eldon Sparby  
Greenbush Campus  
K-5/9-12 HS  
401 Park Ave  
PO Box 70  
Greenbush, MN 56726  
Ph 1.218.782.2232  
Fx 1.218.782.3141

**Human Rights Officer:**

Thomas Jerome  
Greenbush Middle River School District  
K-5/9-12 HS  
401 Park Ave  
PO Box 70  
Greenbush, MN 56726  
Ph 1.218.782.2232 / 1.218.222.3310  
Fx 1.218.782.3141 / 1.218.222.3314

***Legal References:*** Pub. L. 110-325, 122 Stat. 3553 (ADA Amendments Act of 2008, § 7)  
29 U.S.C. § 794 *et seq.* (Rehabilitation Act of 1973, § 504)  
34 C.F.R. Part 104 (Section 504 Implementing Regulations)

***Cross References:*** MSBA/MASA Model Policy 402 (Disability Nondiscrimination)

***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.* (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)