

401.00 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

To provide equal employment opportunities for all applicants for District employment and District employees.

II. GENERAL STATEMENT OF POLICY

- A. The Saint Paul Public Schools (“District”) shall provide equal employment opportunity for all applicants and employees. The 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 District also shall make reasonable accommodations for disabled employees with disabilities.
- B. The school District prohibits any forms of discrimination and harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute impermissible discrimination or harassment and the school District’s internal procedures for addressing complaints of harassment, please refer to school District’s Discrimination, Harassment, Violence, and Retaliation Policy (415.00).
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment.
- D. Every school District employee shall comply with this policy.
- E. The Executive Director Board of Education and/or Superintendent or designee, such as the Head 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 TO DISTRICT POLICIES:

102.00, Equal Opportunity/Non-Discrimination

102.00.01 Title IX Grievance Procedures

602.00, Multicultural, Intercultural, Non-Racist, Non-Sex-Biased, Gender and Disability Fair Education

415.00 Discrimination, Harassment, Violence and Retaliation Policy

418.00 Gender Inclusion - Staff