

Adopted: January 13, 1997

Revised: June 16, 2003, December 14, 2009, August 11, 2014, December 12, 2016, September 10, 2018, March 8, 2021, May 8, 2023

2nd Reading: August 11, 2025

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. 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, including gender identity or expression, 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. Every school district employee shall be responsible for following this policy.
- E. Any person having questions regarding this policy should discuss it with the Human Rights Officer, who is the Superintendent of Schools Glencoe Silver-Lake Public Schools, 1621 E 16th Street, Glencoe, MN 55336 - 320-864-2498, csonju@gsl.k12.mn.us.