

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 school district employees.

II. GENERAL STATEMENT OF POLICY

- A. It is the school district's policy 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.
- E. Any person having any questions regarding this policy should discuss it with Superintendent.

III. COORDINATORS

Title IX Coordinator:

Mark Messman – Superintendent
Eden Valley-Watkins School District
298 Brooks Street North
Eden Valley, MN 55329
320-453-2900 ext. 1143

Alternate Title IX Coordinator:

Dave Schneider – Activities Director and Dean of Students
Eden Valley-Watkins School District
298 Brooks Street North
Eden Valley, MN 55329
320-453-2900 ext. 1159

Section 504 Coordinator:

Susan Knutson – Counselor
Eden Valley-Watkins School District
298 Brooks Street North
Eden Valley, MN 55329
320-453-2900 ext. 1202

Alternate Section 504 Coordinator:

Bruce Kiehn, Secondary Principal
Eden Valley Watkins School District
298 Brooks Street North
Eden Valley, MN 55329
(320)453-2900 ext. 1141.

IV. GRIEVANCE PROCEDURE

A grievance procedure for complaints of discrimination can be found on the district website at www.ev.w.k12.mn.us and in the student handbook. This is policy **1317 GRIEVANCE PROCEDURE FOR COMPLAINTS OF DISCRIMINATION.**

For further information on notice of non-discrimination, visit <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the office that serves your area, or call 1-800-421-3481.

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: EVW Policy 402 Disability Nondiscrimination Policy
EVW Policy 413 Prohibiting Discrimination, Harrassment and Hazing Violence Policy