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March 2017, April 2022, 11/28/25*

**COLOGNE ACADEMY  
MANUAL OF SCHOOL POLICIES APPROVED BY THE BOARD**

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**POLICY 401: EQUAL EMPLOYMENT OPPORTUNITY**

**I. PURPOSE**

The purpose of this policy is to provide equal employment opportunities for all applicants for employment at Cologne Academy and Cologne Academy employees.

**II. GENERAL STATEMENT OF POLICY**

- A. The policy of the school district is to provide equal employment opportunity for all applicants and employees. Cologne Academy 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, veteran status. Cologne Academy also makes reasonable accommodations for disabled employees.

**[Note: The Minnesota Human Rights Act defines “sexual orientation” to include “having or being perceived as having a self - image or identity not traditionally associated with one’s biological maleness or femaleness.” Minnesota Statutes section 363A.03, subdivision 44.]**

- B. Cologne Academy 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 Cologne Academy’s policy on harassment and violence (Policy 413).
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities, or privileges of employment.
- D. Every Cologne Academy employee shall be responsible for following this policy.
- E. Any person having a question regarding this policy should discuss it with the Executive Director.