NON-DISCRIMINATION/ TITLE IX/DISTRICT HUMAN RIGHTS OFFICER

It is the policy of Independent School district #318 not to discriminate on the basis of sex, race, color, religion, age, disabilities, or national origin in its education programs, activities or employment policies as required by Title IX of the 1972 Educational Amendments. Furthermore, ISD #318 believes that all individuals should be treated with respect and dignity. The District will investigate all complaints, either formal or informal, verbal or written.

Inquiries regarding compliance with Title IX may be directed to: Kasie Maeder, Human Resource Director – Compliance Officer, 650 SW 7th Ave, Grand Rapids, MN 55744, 218-327-5708, or to the Director of the Office for Civil Rights, Department of Health, Education and Welfare, Washington, D.C.; or to the Commissioner of Human Rights, 200 Capitol Square Building, St. Paul, Minnesota, 55101, telephone number: 612-296-5663.

PURPOSE

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

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 based on race, color, creed, religion, national origin, sex, marital status, status regarding 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 the Human Rights Director or the Human Resource Director.