

INDEPENDENT SCHOOL DISTRICT #146

District Office 302-324 3rd Street South
PO Box 189 - Barnesville, MN 56514
Phone 218 354-2217 - Fax 218 354-7260
www.barnesville.k12.mn.us

“Commitment
To
Excellence”

EQUAL EMPLOYMENT OPPORTUNITY (EOE)

A. PURPOSE

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

B. POLICY STATEMENT

1. It is the policy of this school district to provide equal employment opportunity for all employees and applicants. The school district does not unlawfully discriminate on the basis of race, color, religion, creed, national origin, marital status, sex, status with regard to public assistance, disability, sexual orientation, age, veteran status, or family care leave status. The school district makes reasonable accommodations for qualified disabled employees and applicants.

2. Harassment of any individual for any of the above categories listed above is strictly prohibited. Information about harassment or the types of conduct that constitute impermissible actions along with the school district’s internal harassment procedures for addressing complaints- please refer to the district’s policy on harassment and violence.

3. This policy applies to ALL areas of employment including hiring, discharge, compensation, promotion, facilities, and / or privileges of employment.

4. Every school district employee has the responsibility to follow this policy.

5. Any person having additional questions or seeking further clarification regarding this policy should discuss it with the Superintendent of Schools.

Legal References:

MN Statu. Chapter 363 Minnesota Human Rights Act
29 U.S.C. § 621 et seq. Age Discrimination In Employment Act
29 U.S.C. § 2615 Family Medical Leave Act
38 U.S.C. § 4301 et. seq. Vietnam Era Veterans Readjustment Asst. Act
38 U.S.C. § 4211 et seq. Veterans Reemployment Rights Act
42 U.S.C. § 2000 et seq. Title VII of Civil Rights Act
42 U.S.C § 12101 et seq. Americans with Disabilities Act
MASA / MSBA References: Policy 402, 405, 413

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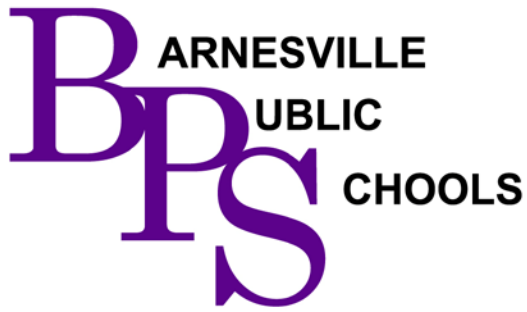
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