

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for NWSISD employment and NWSISD staff.

II. GENERAL STATEMENT OF POLICY

- A. The policy of NWSISD is to provide equal employment opportunity for all applicants and employees. NWSISD does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, gender, marital status, status with regard to public assistance, disability, sexual orientation, age, family care leave status or veteran status. NWSISD also makes reasonable accommodations for employees who are disabled.
- B. NWSISD 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 NWSISD's internal procedures for addressing complaints of harassment, please refer to NWSISD's policy on harassment and violence, Policy 413.
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, work site(s) or privileges of employment.
- D. It is the responsibility of every NWSISD staff member to follow this policy.
- E. Any person having any questions regarding this policy should discuss it with NWSISD's Executive Director.

Legal References: Minn. Stat. Ch. 363 (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. § 4301 et seq. (Vietnam Era Veterans' Readjustment Assistance Act)
38 U.S.C. § 4211 et. seq. (Veterans' Reemployment Rights Act)
42 U.S.C. § 2000e et seq. (Title VII of the Civil Rights Act)
42 U.S.C. § 12101 et seq. (Americans with Disabilities Act)

Cross References: NWSISD Policy 402 (Disability Nondiscrimination Policy)
NWSISD Policy 405 (Veteran's Preference; Hiring)
NWSISD Policy 413 (Harassment and Violence)

Adopted: April 16, 2003
Revised: October 15, 2008
April 20, 2011