



4000

Equal Employment Opportunity

Policy 4000

Original Adoption: 05/26/1981

Effective Date: 09/05/2018

Revision Dates: 03/25/2008; 09/04/2018

Review Dates: 09/19/2012

I. PURPOSE

It is the intent of the Board of Education and the Superintendent of Schools of the Minneapolis Public Schools, Special School District No.1, to comply with all Federal, State and Local laws and ordinances which provide equal opportunity in employment issues for all persons, and to prohibit unlawful discrimination in employment.

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 also makes reasonable accommodations for qualified disabled employees. The school district does not unlawfully discriminate on the basis of:

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| 1. race | 11. family structure |
| 2. culture | 12. citizenship status |
| 3. color | 13. sexual orientation or affectional preference |
| 4. creed or religion | 14. gender identity or expression |
| 5. national origin | 15. economic status |
| 6. gender | 16. veteran status |
| 7. mental or physical ability | 17. status with regard to public assistance |
| 8. age | 18. genetic information |
| 9. pregnancy | 19. Other protected classes under the |
| 10. marital status | Minnesota Human Rights Act. |

B. This policy applies to:

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| 1. recruitment | 8. benefits |
| 2. receipt of applications | 9. promotions |
| 3. selection | 10. transfers |
| 4. appointments | 11. disciplinary actions |
| 5. placement | 12. layoffs |
| 6. training | 13. recall from layoff, and |
| 7. compensation | 14. terminations |

C. It is a violation of this policy for any person to retaliate against a person who pursues rights under the law, opposes acts that may violate the law, or who cooperates with investigations into alleged violations of the law or this policy.

D. Submission of a good faith complaint or report will not affect the complainant or reporter's future employment or work assignments. The district will discipline or take appropriate action against any employee, volunteer, contracted service provider or



related district personnel who supplies information that is determined to have been falsely and maliciously supplied consistent with District policy, collective bargaining agreements and applicable law.

- E. The district will investigate all complaints lodged under this policy. A finding of discrimination under this policy will result in discipline against employees, volunteers and contracted service providers up to and including discharge or cancellation of service contract.

III. ACCOUNTABILITY

- A. It is the responsibility of every district employee, volunteer, contracted service provider, and related district personnel to follow this policy.
- B. The Superintendent is authorized to promulgate regulations supporting the implementation of this policy.
- C. Complaints or concerns related to alleged discrimination may be directed to the Director of the Office of Equality and Civil Rights or the office in charge of Title IX compliance. .

Legal References:

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.* (Veterans' Reemployment Rights Act)
38 U.S.C. § 4301 *et seq.* (Vietnam Era Veterans' Readjustment Assistance Act)
42 U.S.C. § 2000e *et seq.* (Title VII of the Civil Rights Acts of 1964, and 1991)
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
Minneapolis Code of Ordinances Title 7, Chapter 139 *et seq.* (Civil Rights)

Cross References:

MPS Policy 4001 (Disability Non-discrimination)
MPS Policy 4002 (Harassment and Violence Prohibition)
MPS Policy 5000 (Equal Education Opportunity)

MPS Regulation 4000 A (Complaint and Fact Finding Procedures)
MPS Regulation 4000 B (Definitions)