

EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for Prairie Creek Community School (PCCS) employment and school district employees.

II. GENERAL STATEMENT OF POLICY

A. It is the PCCS's policy to provide equal employment opportunity for all applicants and employees. PCCS 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, age, family care leave status or veteran status. PCCS also makes reasonable accommodations for disabled employees.

B. PCCS prohibits the harassment of any individual for any of the categories listed above.

C. This policy applies to all areas of employment including job application procedures, hiring, advancement, discharge, compensation, job training and other terms, conditions and privileges of employment.

D. It is the responsibility of every PCCS employee to follow this policy.

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)