

Adopted: 9-30-99

Rev. 2003

Rev. 2019

Orig. 1995

Revised: 4-25-00, 9-11-06

## **401 EQUAL EMPLOYMENT OPPORTUNITY *Kelliher School District***

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

### **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 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. 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.

This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment.

It is the responsibility of every school district employee to follow this policy. Any person having any questions regarding this policy should discuss it with the Superintendent or Business Manager.

Title IX and Section 504 Coordinator:

Malcolm Wax  
345 4th Street NW, Kelliher MN 56660  
281-647-8286 Ext 1306  
[mwax@kelliher.k12.mn.us](mailto:mwax@kelliher.k12.mn.us)

Alternate Title IX and Section 504 Coordinator:

Steve Geerdes  
345 4<sup>th</sup> Street NW, Kelliher, MN 56650  
281-647-8286 Ext 1304  
[sgeerdes@kelliher.k12.mn.us](mailto:sgeerdes@kelliher.k12.mn.us)

A student, parent or employee can file a complaint with OCR at any time at:

Office for Civil Rights, Chicago Office  
U. S. Department of Education Citigroup Center  
500 W. Madison Street, Suite 1475  
Chicago, IL 60661-4544  
(312) 730-1560 Facsimile: (312) 730-1576  
TDD: (800) 877-8339

MN Department of Human Rights  
Griggs Midway Building  
540 Fairview Ave. N., Ste. 201  
Saint Paul, MN 55104 (800) 657-3704  
(651) 539-1100 TDD (651) 296-1283

***Legal References:***

Minn. Stat. Ch. 363A (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. & 4211 *et seq.* (Employment and Training of Veterans) 38 U.S.C. § 4301 *et seq.* (Employment and Reemployment Rights of Members of the Uniformed Services) 42 U.S.C. & 2000e *et seq.* (Title VII of the Civil Rights Act) 42 U.S.C. § 12101 *et seq.* (Equal Opportunity for Individuals with Disabilities)

***Cross References:***

MSBAMASA Model Policy 402 (Disability Nondiscrimination) MSBAMASA Model Policy 413 (Harassment and Violence)