

Adopted: 8/29/2020

## EQUAL EMPLOYMENT OPPORTUNITY POLICY

### I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for Notre École employment and for Notre École employees.

### II. GENERAL STATEMENT OF POLICY

A. The policy of Notre École is to provide equal employment opportunity for all applicants and employees. The school 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, including gender identity or expression, age, family care leave status, or veteran status. The school also makes reasonable accommodations for disabled employees.

*[Note: The Minnesota Human Rights Act defines “sexual orientation” to include “having or being perceived as having a self-image or identity not traditionally associated with one’s biological maleness or femaleness.” Minn. Stat. § 363A.03, Subd. 44.]*

B. The school 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’s internal procedures for addressing complaints of harassment, please refer to the school’s Sexual, Religious, and Racial Harassment and Violence.

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

D. Every Notre École employee shall be responsible for following this policy.

E. Any person having a question regarding this policy should discuss it with the school’s Co-coordinators.

**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:** MSBA/MASA Model Policy 402 (Disability Nondiscrimination) MSBA/MASA  
Model Policy 405 (Veteran’s Preference)  
MSBA/MASA Model Policy 413 (Harassment and Violence)