

**RED WING PUBLIC SCHOOLS
BOARD OF EDUCATION POLICY**

401 EQUAL EMPLOYMENT OPPORTUNITY

Adopted: December 5, 2005
Last Revised: August 5, 2024

I. PURPOSE

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

II. ALTERNATIVE LANGUAGE VERSION(S)

This policy is available in language(s) other than English. Alternative language version(s) of this policy are available at:

Office of the Superintendent
Red Wing Public Schools
2451 Eagle Ridge Drive
Red Wing, MN 55066
651-385-4501

III. GENERAL STATEMENT OF POLICY

- A. The policy of the school district is 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, age, family care leave status, veteran status, or sexual orientation, including gender identity or expression. 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.
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities, or privileges of employment.
- D. Every school district employee shall be responsible for following this policy.
- E. Any person having a question regarding this policy should discuss it with a Title IX Coordinator, American with Disabilities Act (ADA) and Section 504 Coordinator, Human Rights Officer, and/or the Superintendent of Schools.

IV. DESIGNATIONS

- A. The school board has designated individuals to coordinate the school district's efforts to comply with and carry out its responsibilities under Title IX; Americans with Disabilities Act (ADA) and Section 504 and school district human rights officers.

V. COMPLAINTS, GRIEVANCES, AND REPORTS OF DISCRIMINATION

The document "Procedures for Submitting and Resolving Complaints, Grievances, and Reports of Unlawful Discrimination, Harassment or Violence, Bullying, or Hazing" provides information about reporting complaints, investigation procedures, school district action, appeals, prohibition of retaliation, and right to alternative complaint procedures.

VI. DISSEMINATION OF POLICY

- A. The individuals authorized in conjunction with this policy shall be posted on the school district's website in the Nondiscrimination Notice.
- B. The school district shall conspicuously post the name and contact information of the American with Disabilities Act (ADA) and Section 504 Coordinators, Title IX Coordinators, and Human Rights Officers.

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)