



4000

## Equal Employment Opportunity

*Policy 4000*

Original Adoption: 05/26/1981  
Revision Dates: 03/25/2008  
Review Dates: 09/19/2012

Effective Date: 03/26/2008

### **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:

1. race
2. color
3. creed
4. religion
5. national origin
6. gender or gender identity
7. marital status
8. status with regard to public assistance
9. disability
10. sexual orientation
11. age
12. family care leave status, or
13. veteran status.

B. This policy applies to:

1. recruitment
2. receipt of applications
3. selection
4. appointments
5. placement
6. training
7. compensation
8. benefits
9. promotions
10. transfers
11. disciplinary actions
12. layoffs
13. recall from layoff, and
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 who supplies information that is determined to have been falsely and maliciously supplied consistent with District policy, collective bargaining agreements and applicable law.



**III. ACCOUNTABILITY**

- A. It is the responsibility of every district employee to follow this policy.
- B. The Superintendent is authorized to promulgate regulations supporting the implementation of this policy.

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