

Policy #: 401
Title: EQUAL EMPLOYMENT OPPORTUNITY
Date of Initial Approval: 11-17-2011
Revision/Re-authorization Dates: 01-19-2012; 11-21-2013; 06-12-2018; 06-02-2021
Reviewers: MSA Superintendent; MSA Human Resources Office

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for employment at the Minnesota State Academies (MSA) and MSA employees.

II. GENERAL STATEMENT OF POLICY

- A. The policy of the Minnesota State Academies is to provide equal employment opportunity for all applicants and employees. MSA does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, gender, gender identity, marital status, status with regard to public assistance, disability, sexual orientation, age, family care leave status, or veteran status. MSA also provides reasonable accommodations for disabled employees.
- B. The Minnesota State Academies prohibit the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute impermissible harassment and MSA's internal procedures for addressing complaints of harassment, please refer to MSA Policy #413 regarding harassment and violence.
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities, or privileges of employment.
- D. It is the responsibility of every MSA employee to follow this policy.
- E. Any person having a question regarding this policy should discuss it with the MSA Human Resources Office.

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)*
- 42 U.S.C. § 12101 et seq. (Americans with Disabilities Act)*

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)*
- MSA Policy #413 (Harassment and Violence)*
- MSA Affirmative Action Plan*