

Adopted: July 27, 2017

MSBA/MASA Model Policy 401

Revised: November 20, 2025

Orig. 1995

Rev. 2022

## **401 EQUAL EMPLOYMENT OPPORTUNITY**

### **PURPOSE**

The purpose of this policy is to provide equal employment opportunity for all applicants for Minnesota Transitions Charter School (MTCS) employment and for all MTCS employees.

### **GENERAL STATEMENT OF POLICY**

- A. The policy of MTCS is to provide equal employment opportunity for all applicants and employees. MTCS does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, gender, marital status, status with regard to public assistance, disability, sexual orientation, including gender identity or expression, age, family care leave status, or veteran status. MTCS also makes reasonable accommodations for disabled employees.
- B. MTCS 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 MTCS's internal procedures for addressing complaints of harassment, please refer to MTCS'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 MTCS employee shall be responsible for following this policy.
- E. Any person having a question regarding this policy should discuss it with their supervisor and/or Human Resources Staff.

**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.* (Equal Employment Opportunities:  
Title VII of the Civil Rights Act)

42 U.S.C. § 12101 *et seq.* (Equal Opportunity for Individuals with  
Disabilities)

**Cross References:** MTCS Policy 402 (Employee Disability Nondiscrimination)

MTCS Policy 413 (Harassment and Violence)