

*Adopted: February 29, 2004*  
*Reviewed: December 17, 2024*

## UBAH ACADEMY

### Equal Employment Opportunity (401)

#### I. PURPOSE

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

#### II. GENERAL STATEMENT OF POLICY

- A. The policy of the charter school is to provide equal employment opportunity for all applicants and employees. The charter 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 charter school also makes reasonable accommodations for disabled employees.
- B. The charter 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 charter school's internal procedures for addressing complaints of harassment, please refer to the school'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 charter school employee shall be responsible for following this policy.
- E. Any person having a question regarding this policy should discuss it with the director or the school's Human Resources Department.

**Legal References:** Minn. Stat. Ch. 363 (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. (Veterans' Reemployment Rights Act)  
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)  
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)

*MSBA/MASA Model Policy 401*  
*Orig. 1995*  
*Rev. 09/10/2022*