

401 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for Cyber Village Academy (CVA) employment and ~~school district~~ CVA employees.

II. GENERAL STATEMENT OF POLICY

A. The policy of CVA is to provide equal employment opportunity for all applicants and employees. CVA does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, gender, gender expression, marital status, status with regard to public assistance, disability, sexual identity, age, family care leave status, or veteran status. CVA also makes reasonable accommodations for disabled employees.

B. CVA 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 CVA's internal procedures for addressing complaints of harassment, please refer to CVA policy 413 - 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 CVA employee to follow this policy.

E. Any person having a question regarding this policy should discuss it with the director of the school or the human resources director.

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)

Note: The applicability and enforceability of this policy 401 is limited to, and qualified by, Minnesota or Federal law that, at the time any such circumstance within the scope of the policy arises, may be contrary to some aspect or all of the policy.

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: Policy 402 (Disability Nondiscrimination)
Policy 413 (Harassment and Violence)

Note: The applicability and enforceability of this policy 401 is limited to, and qualified by, Minnesota or Federal law that, at the time any such circumstance within the scope of the policy arises, may be contrary to some aspect or all of the policy.