I. **Purpose of Policy:**

The purpose of this policy is to provide an equal employment opportunity for all applicants for Bdote Learning Center (BLC) and BLC employees.

II. **General Statement:**

A. The policy of BLC is to provide equal employment opportunity for all applicants and employees. BLC 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, age, family care leave status, or veteran status. BLC also makes reasonable accommodations for disabled employees.

B. BLC 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 school district’s internal procedures for addressing complaints of harassment, please refer to the school district’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. It is the responsibility of every BLC employee to follow this policy.

E. Any person having a question regarding this policy should discuss it with the BLC Director or designee.

**Legal References** (the following are included for reference purposes only, may not reflect the most current relevant statutory citation, and should not be read to contravene or limit the school’s obligations under any federal, state, or local law):

- 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)