

BDOTE LEARNING CENTER

Effective Date: 3/19/14	401 EQUAL EMPLOYMENT OPPORTUNITY POLICY
Date: 1/31/14 Revisions:	Approved by: Bdote Board of Directors 3.19.2014

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)