

LIONSGATE ACADEMY

512 EQUAL OPPORTUNITY EMPLOYMENT

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I. PURPOSE

It is the intent of Lionsgate Academy to comply with all Federal, State and Local laws and ordinances which provide equal opportunity in employment for all persons, and to prohibit unlawful discrimination in employment.

II. GENERAL STATEMENT OF POLICY

- A. It is the policy of Lionsgate Academy to provide equal employment opportunity for all applicants and employees. Lionsgate Academy does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, marital status, status with regard to public assistance, disability, sexual orientation, gender (including pregnancy) and gender identity or expression, age, family care leave status, veteran status, or genetic information. The school district also makes reasonable accommodations for disabled employees.
- B. The school district 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. Every school district employee shall be responsible for following this policy.
- E. It is a violation of this policy for any person to retaliate against a person who pursues rights under the law, opposes acts that may violate the law, or who cooperates with investigations into alleged violations of the law or this policy.
- F. Submission of a good faith complaint or report will not affect the complainant or reporter's future employment or work assignments.

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. (Title VII of the Civil Rights Act)

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

The Genetic Information Nondiscrimination Act of 2008 (GINA)

The Pregnancy Discrimination Act

Minneapolis Code of Ordinances Title 7, Chapter 139 et seq. (Civil Rights)

Minn. Stat. 197.455 (Veterans Preference)

Minn. Stat. 43A.01

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)