

Adopted: February 23, 2016

401 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for employment with the Cannon Valley Special Education Cooperative and cooperative employees.

II. GENERAL STATEMENT OF POLICY

- A. The policy of the Cannon Valley Special Education Cooperative is to provide equal employment opportunity for all applicants and employees. The Cannon Valley Special Education Cooperative 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. The Cannon Valley Special Education Cooperative also makes reasonable accommodations for disabled employees.
- B. The Cannon Valley Special Education Cooperative 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 Cannon Valley Special Education Cooperative's internal procedures for addressing complaints of harassment, please refer to the Cooperative'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 Cannon Valley Special Education Cooperative employee to follow this policy.
- E. Any person having a question regarding this policy should discuss it with the Cooperative 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)
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: CVSEC Policy 402 (Disability Nondiscrimination)
CVSEC Policy 405 (Veteran's Preference)
CVSEC Policy 413 (Harassment and Violence)