



Adopted: June 6, 2019

New Millennium Academy POLICY No. 400 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

It is the purpose of this policy to secure for all persons of New Millennium Academy freedom from illegal discrimination in employment and application for employment.

II. POLICY STATEMENT

New Millennium is committed to providing equal employment opportunities for all applicants and employees in the school. Therefore, no person, on the basis of race, color, creed, religion, national origin, sex, age, marital status, status with regard to public assistance, disability, sexual orientation, or any other classification protected by law will be denied employment or the benefits of employment or will be denied admission to New Millennium or be denied the benefits of, or be discriminated against in any curricular, extracurricular, student services, recreational or other program or activity.

III. POLICY

- A. New Millennium will provide equal opportunity for each applicant for employment and employee. The school will not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, age, marital status, status with regard to public assistance, disability, sexual orientation, genetic information or any other classification protected by law with regard to applicants for employment and/or employees.
- B. The school will make reasonable accommodations for disabled persons including applicants for employment and/or employees.
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities, or privileges of employment.
- D. Each school administrator and staff member must comply with this policy. Failure to comply will result in appropriate discipline.

IV. REPRISALS

A reprisal includes, but is not limited to, any form of intimidation, retaliation, or harassment. Reprisals against a person who files a charge of discrimination, participates in discrimination proceeding or otherwise opposes an unlawful employment or educational practice is prohibited.

Legal References: Minn. Stat. §363A.01 *et seq.* (Minnesota Human Rights Act)
Minn. Stat. §181.932 (Disclosure of Information by Employees)
42 U.S.C. §2000e *et seq.* (Title VII of the Civil Rights Act of 1964)
42 U.S.C. §§12111 – 12117, 12201 - 12213 (Title I and V of the Americans with Disabilities Act)
29 U.S.C. §§621 – 634 (Age Discrimination in Employment Act of 1967)
29 U.S.C. §206 (Equal Pay Act of 1963)
42 U.S.C. §§2000ff to 2000ff - 11 (Title II of the Genetic Information Nondiscrimination Act of 2008)
29 U.S.C. §§791, 794a (Section 501 and 505 of the Rehabilitation Act of 1973)
42 U.S.C. §1981a (Civil Rights Act of 1991)
20 U.S.C. §§1681 – 1688 (Title IX of the Education Act of 1972)