

Adopted: 7.20.16

Revised: _____

North Metro Flex Academy
POLICY No. 4.1.1
EQUAL EDUCATIONAL AND EMPLOYMENT OPPORTUNITY

I. PURPOSE

It is the purpose of this policy to secure for all persons of North Metro Flex Academy (NMFA), freedom from illegal discrimination in employment and education.

II. POLICY STATEMENT

NMFA is committed to providing equal educational and employment opportunities for all students, 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 NMFA 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. NMFA will provide equal educational opportunity for all students. 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, membership or activity in a local commission, disability, sexual orientation, or any other classification protected by law. The school will make reasonable accommodations for disabled students.
- B. NMFA 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. Each school administrator and staff member must comply with this policy. Failure to comply will result in appropriate discipline.

This policy does not constitute legal advice; any questions regarding this policy should be directed to your attorney.

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)
Title VII of the Civil Rights Act of 1964
Title I and V of the Americans with Disabilities Act
Age Discrimination in Employment Act of 1967
Equal Pay Act of 1963
Title II of the Genetic Information Nondiscrimination Act of 2008
Section 501 and 505 of the Rehabilitation Act of 1973
Civil Rights Act of 1991
Title IX of the Education Act of 1972

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