Equal Employment Opportunity

Adopted: Mar 26, 2024

401. Equal Employment Opportunity

I. PURPOSE

This policy provides guidance regarding the charter school's obligation to provide equal employment opportunity for all applicants for employment and all employees of Irrawaddy Academy.

II. GENERAL STATEMENT OF POLICY

A. Irrawaddy Academy provides equal employment opportunity for all applicants and employees. Irrawaddy 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. Irrawaddy also makes reasonable accommodations for employees who have a disability.

B. Irrawaddy prohibits the harassment of any individual based on any of the categories listed above. For information about the types of conduct that constitute impermissible harassment and for Irrawaddy's internal procedures for addressing complaints of harassment, please refer to Irrawaddy's policy on harassment and violence.

C. This policy applies to all areas of employment including hiring, termination, promotion, compensation, facilities, or privileges of employment.

D. It is the responsibility of every Irrawaddy employee to follow this policy.

E. A person with questions regarding this policy should discuss them with the Irrawaddy Executive Director or Board of Directors.

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)

Equal Employment Opportunity

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:

Irrawaddy Academy Policy 402: Prevention of Harassment and Violence