

*Adopted: February 29, 2004*  
*Reviewed: January 12, 2019*

## UBAH MEDICAL ACADEMY

### Equal Employment Opportunity (401)

#### I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for school employment and school employees, including substitute teachers and independent contractors on work assignments for the school.

#### II. GENERAL STATEMENT OF POLICY

- A. It is the school's policy to provide equal employment opportunity for all applicants and employees. The school does not unlawfully discriminate on the basis of race, color, creed, religion, national origin or ancestry, sex, marital status, status with regard to public assistance, disability, sexual orientation, age, family care leave status or veteran status. The school also makes reasonable accommodations for disabled employees.
- B. The school 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's internal procedures for addressing complaints of harassment, please refer to the school's policy on harassment and violence. The school cannot investigate and take appropriate action against or be responsible for unlawful conduct unless notified.
- C. This policy applies to all areas of employment including hiring, placement, training, discipline, termination, discharge, promotion, compensation, facilities or privileges of employment.
- D. It is the responsibility of every school employee to follow this policy. Any employee who is found to have violated this policy will be subject to disciplinary action, up to and including discharge.
- E. Any person having any questions regarding this policy should discuss it with the director, or the school's Human Resources Department.

**Legal References:** Minn. Stat. Ch. 363 (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. § 4301 et seq. (Vietnam Era Veterans' Readjustment Assistance Act)  
38 U.S.C. § 4211 et. seq. (Veterans' Reemployment Rights Act)  
42 U.S.C. § 2000e et seq. (Title VII of the Civil Rights Act)  
42 U.S.C. § 12101 et seq. (Americans with Disabilities Act)

*MSBA/MASA Model Policy 401*  
*Orig. 1995*  
*Rev. 2017*