

FIT Academy

401 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for the FIT Academy (FIT) employment and school district employees.

II. GENERAL STATEMENT OF POLICY

- A. The policy of FIT is to provide equal employment opportunity for all applicants and employees. FIT 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. FIT also makes reasonable accommodations for disabled employees.
- B. FIT 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 FIT's internal procedures for addressing complaints of harassment, please refer to FIT'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 FIT employee to follow this policy.
- E. Any person having a question regarding this policy should discuss it with 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:

FIT Policy 402 (Disability Nondiscrimination)
FIT Policy 405 (Veteran's Preference)
FIT Policy 413 (Harassment and Violence)