

Adopted from MSBA/MASA Model Policy 401, Orig. 1995, Rev. 2022

Approved: 10/28/21 by Board of Directors

Revised: 5/18/23 by Board of Directors

**BLUFFVIEW MONTESSORI SCHOOL  
POLICY 401  
EQUAL EMPLOYMENT OPPORTUNITY**

**I. PURPOSE**

The purpose of this policy is to provide equal employment opportunity for all applicants for Bluffview Montessori School employment and for all Bluffview Montessori School employees.

**II. GENERAL STATEMENT OF POLICY**

- A. The policy of Bluffview Montessori School is to provide equal employment opportunity for all applicants and employees. Bluffview Montessori School 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, including gender identity or expression, age, family care leave status, veteran status, or any other legally protected class. Bluffview Montessori School also makes reasonable accommodations for disabled employees.
- B. Bluffview Montessori 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 Bluffview Montessori School's internal procedures for addressing complaints of harassment, please refer to Bluffview Montessori School'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. Every Bluffview Montessori School employee shall be responsible for following this policy.
- E. Any person having a question regarding this policy should discuss it with the Human Resources Coordinator, Assistant Head of School, or Head of School.

**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.* (Equal Employment Opportunities; Title VII of the Civil Rights Act)

42 U.S.C. § 12101 *et seq.* (Equal Opportunity for Individuals with Disabilities)

**Cross References:** MSBA/MASA Model Policy 402 (Disability Nondiscrimination)  
MSBA/MASA Model Policy 405 (Veteran's Preference)  
MSBA/MASA Model Policy 413 (Harassment and Violence)