BLUFFVIEW MONTESSORI SCHOOL
POLICY 416 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

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

II. GENERAL STATEMENT OF POLICY

A. 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, age, family care leave status or veteran status.

B. Bluffview Montessori School makes reasonable accommodations for employees with disabilities.

C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment. It is the responsibility of every Bluffview Montessori School employee to follow this policy.

D. Any person having any questions regarding this policy should discuss it with the Head of School or the Board Chair.

Legal References:
Minn. Stat. Ch. 363 (Minnesota Human Rights 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. §2000 et. seq. (Title VII of the Civil Rights Act)
42 U.S.C. §12101 et seq. (Americans with Disabilities Act)