

Adopted: December 18, 2013

Revised: June 28, 2021

BLUESKY CHARTER SCHOOL POLICY No. 4.1.1 EQUAL EDUCATIONAL AND EMPLOYMENT OPPORTUNITY

I. PURPOSE

It is the purpose of this policy to secure for all persons of BlueSky Charter School freedom from illegal discrimination in employment and education.

II. POLICY STATEMENT

BlueSky Charter School is committed to providing equal educational and employment opportunities for all students, applicants and employees in the school. Therefore, no person, on the basis of race, color, creed, religion, national origin, sex, age, marital status, status with regard to public assistance, disability, sexual orientation, or any other classification protected by law will be denied employment or the benefits of employment or will be denied admission to BlueSky Charter School or be denied the benefits of, or be discriminated against in any curricular, extracurricular, student services, recreational or other program or activity.

III. POLICY

- A. BlueSky Charter School will provide equal educational opportunity for all students. The school will not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, age, marital status, parental status, status with regard to public assistance, membership or activity in a local commission, disability, sexual orientation, including gender identity and expression, or any other classification protected by law. The school will make reasonable accommodations for disabled students.
- B. BlueSky Charter School will provide equal opportunity for each applicant for employment and employee. The school will not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, age, marital status, status with regard to public assistance, disability, sexual orientation, including gender identity and expression, genetic information, family care leave status, veteran status, or any other classification protected by law with regard to applicants for employment and/or employees. Each school administrator and staff member must comply with this policy. Failure to comply will result in appropriate discipline.

IV. REPRISALS

This policy does not constitute legal advice; any questions regarding this policy should be directed to your attorney.

A reprisal includes, but is not limited to, any form of intimidation, retaliation, or harassment. Reprisals against a person who files a charge of discrimination, participates in discrimination proceeding or otherwise opposes an unlawful employment or educational practice is prohibited.

Legal References: Minn. Stat. §363A.01 *et seq.* (Minnesota Human Rights Act)
Minn. Stat. §181.932 (Disclosure of Information by Employees)
Title VII of the Civil Rights Act of 1964
Title I and V of the Americans with Disabilities Act
Age Discrimination in Employment Act of 1967
Equal Pay Act of 1963
Title II of the Genetic Information Nondiscrimination Act of 2008
Section 501 and 505 of the Rehabilitation Act of 1973
Civil Rights Act of 1991
Title IX of the Education Act of 1972