

# Parnassus Preparatory School

## Executive Limitations Policies Group

### EQUAL EMPLOYMENT OPPORTUNITY POLICY - EXEC 401

#### I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for Parnassus Preparatory School (Parnassus) employment and Parnassus employees.

#### II. GENERAL STATEMENT OF POLICY

- A. It is the Parnassus' policy to provide equal employment opportunity for all applicants and employees. Parnassus 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. Parnassus also makes reasonable accommodations for disabled employees.
- B. Parnassus 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 Parnassus' internal procedures for addressing complaints of harassment, please refer to Parnassus' 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 Parnassus employee to follow this policy.
- E. Any person having any questions regarding this policy should discuss it with Parnassus Head of School or Board of Directors.

**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. § 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)

**Cross References:** MSBA/MASA Model Policy 402 (Disability Nondiscrimination)  
**MSBA 401**  
MSBA/MASA Model Policy 405 (Veteran's Preference)  
MSBA/MASA Model Policy 413 (Harassment and Violence)