



POLICY 401 – EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

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

II. GENERAL STATEMENT OF POLICY

It is the School’s policy to provide equal employment opportunity for all applicants and employees. The 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 or veteran status. Parnassus also makes reasonable accommodations for disabled employees.

The 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 the School’s internal procedures for addressing complaints of harassment, please refer to the School’s policy on harassment and violence.

This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment.

It is the responsibility of every School employee to follow this policy.

Any person having any questions regarding this policy should discuss it with Executive Director or their designee.

Legal References

1. Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
2. 29 U.S.C. § 621 et seq. (Age Discrimination in Employment Act)
3. 29 U.S.C. § 2615 (Family and Medical Leave Act)
4. 38 U.S.C. § 4211 et seq. (Employment and Training of Veterans)
5. 38 U.S.C. § 4301 et seq. (Employment and Reemployment Rights of Members of the Uniformed Services)
6. 42 U.S.C. § 2000e et seq. (Equal Employment Opportunities; Title VII of the Civil Rights Act)
7. 42 U.S.C. § 12101 et seq. (Equal Opportunity for Individuals with Disabilities)

Cross References

1. Policy 402 (Disability Nondiscrimination)
2. Policy 413 (Harassment and Violence)