

Adopted: 11/23/09

MSBA/MASA Model Policy 401

Orig. 1995

Revised: 8/27/2018

Rev. 2018

## 401 EQUAL EMPLOYMENT OPPORTUNITY

### I. PURPOSE

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

### II. GENERAL STATEMENT OF POLICY

A. The policy of the cooperative is to provide equal employment opportunity for all applicants and employees. The cooperative 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 identify or expression, age, family care leave status, or veteran status. The cooperative also makes reasonable accommodations for disabled employees.

**[Note: The Minnesota Human Rights Act defines “sexual orientation” to include “having or being perceived as having a self-image or identity not traditionally associated with one’s biological maleness or femaleness.” Minn. Stat. § 363A.03, Subd. 44.]**

B. The cooperative 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 cooperative internal procedures for addressing complaints of harassment, please refer to the cooperative’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 cooperative employee shall be responsible to follow this policy.

E. Any person having a question regarding this policy should discuss it with Stephanie Schmitz; Administrative Coordinator.

**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.* (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)