

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for employment with Athlos Academy.

II. POLICY

- A. Athlos Academy shall provide equal employment opportunity for all applicants and employees.
 - 1. Athlos Academy does not unlawfully discriminate on the basis of race, age, sex, religion, creed, color, national origin, disability, marital status, pregnancy-related condition, sexual orientation, gender identification, citizenship status, family leave status, veteran status, status with regard to public assistance, or any other protected status under federal or state law.
 - 2. Athlos Academy also makes reasonable accommodations for disabled employees.
 - 3. Athlos Academy shall comply with Minnesota law regarding veteran's preference rights and the mandating of preference points to veterans and spouses of deceased veterans or disabled veterans.
- B. This policy governs all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment.
- C. Any person having any questions regarding this policy should discuss it with the Lead School Administrator.

Legal References:

[Minn. Stat. Ch. 363](#) (Minnesota Human Rights Act)

[Minn. Stat. § 43A.11](#) (Veteran's Preference)

[20 U.S.C. § 1681 et seq.](#) (Title IX of the Education Amendment of 1972)

[20 U.S.C. § 12101 et seq.](#) (Americans with Disabilities Act)

[42 U.S.C. § 2000e et seq.](#) (Title VII of the Civil Rights Act of 1964)