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118 NONDISCRIMINATION IN EMPLOYMENT AND EDUCATIONAL OPPORTUNITY

I. STATEMENT OF BELIEF

Kato Public Charter School is a public charter school sponsored by the Minnesota Department of Education. As a result, Kato Public Charter School falls under the jurisdiction of all laws affecting other public sector entities.

Kato Public Charter School is committed to a policy of nondiscrimination in employment and educational opportunity. No person shall be discriminated against in the terms and conditions of employment, personnel practices, admissions, or access to and participation in programs, services, and activities with regard to ethnicity, sex, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, or membership or activity in an outside organization as defined by law.

II. DISCRIMINATION

State and federal laws prohibit discrimination, because of race, sex, or disability. State law prohibits discrimination because of sexual orientation. Discrimination is defined as conduct that is directed at an individual because of his/her race, national origin, sex, sexual orientation, age, mental/physical disability or that of his/her spouse and that subjects the individual to different treatment by agents or employees so as to interfere with or limit the ability of the individual to participate in, or benefit from, the services, activities, or privileges provided by Kato Public Charter School or otherwise adversely affects the individual's employment or education.

III. HARASSMENT

State and federal laws prohibit harassment, because of race, sex, or disability. State law prohibits harassment because of sexual orientation. Harassment is defined as verbal or physical conduct that is directed at an individual because of his/her ethnicity, national origin, sex, sexual orientation, or disability or that of his/her spouse and that is sufficiently severe, pervasive, or persistent so as to have the purpose or effect of creating a hostile work or educational environment. Harassment may occur in a variety of relationships, including faculty and student, supervisor and employee, student and student, staff and student, employee and employee, and other relationships with other persons having business at or visiting Kato Public Charter School.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct and other verbal or physical conduct of a sexual nature. Sexual harassment may occur when it is directed at members of the opposite sex or when it is directed at a member of the same sex.

Legal References:

Minn. Stat. § 152.32, Subd. 3
Minn. Stat. § 363.08
Minn. Stat. § 363A.03

Cross Reference: