

**EQUAL EMPLOYEMNT OPPORTUNITY**

**The Minatare Public School District shall provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and non-discrimination laws, directives and regulations of federal, state and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer of demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. Employees will support and comply with the district's established equal employment opportunity and non-discrimination policies. Employees shall be given notice of this policy annually. The board shall appoint an employee to serve as non-discrimination compliance coordinator.**

**Individuals who file an application with the school district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Nebraska Department of Education for the position for which they apply. In employing individuals, the board shall consider the qualifications, credentials, and records of the applicants without regard to race, color, creed, sex, national origin, religion, age or disability. In keeping with the law, the board shall consider the veteran status of applicants. Advertisements and notices for vacancies within the school district shall contain the following statement: "The Minatare Public School District is an equal employment opportunity employer." The statement shall also appear on application forms. Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and non-discrimination laws and policies including but not limited to complaints of 4200 discrimination, shall be directed to the Compliance Coordinator, Minatare Public School District, 1107 7<sup>th</sup> Street, Minatare, Nebraska 69356; or by telephoning (308) 783-1232.**

**Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and non-discrimination laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Director of the Kansas Office of civil rights, U.S. Department of Education, 10220 North Executive Hills Boulevard 8<sup>th</sup> Floor, Kansas City Mo. 64153-1367, (816) 880-4200 or the Nebraska Equal Opportunity Commission, State Office Building, 301 Centennial Mall South, 5<sup>th</sup> floor, P.O. Box 94394, Lincoln, NE. 68509-4934, (402) 471-2024 or (800) 642-6112.**

**This inquiry or complaint to the federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.**

**Further information and copies of the procedures for filing a complaint are available in the school district's central administrative office and the administrative office in each attendance center.**

**Legal Reference: 29 U.S.C. 621-634 (1994)**  
**42 U.S.C. 2000e et seq. (1994)**  
**42 U.S.C. 12101 et seq. (1994)**  
**Neb. Statute 48-1101 et seq. (Nebr. Fair Employment**

**Practice Act)**

**Cross Reference: 103 Equal Educational Opportunity**  
**404.06 Harassment by Employees**  
**406.02 Certificated Employee Qualifications, Recruitment**  
**and Selection**  
**412.02 Support Staff Qualifications, Recruitment and**  
**Selection**

**Adopted: December 13, 2010**