



HEARTLAND LAKES COMMUNITY
SCHOOL EXISTS TO EMPOWER
SCHOLARS TO:
BRAVELY LIVE THEIR TRUTH,
TO BECOME WISE STEWARDS OF
THE LAND AND RESOURCES
AND TO IGNITE LASTING
CURIOSITY THAT LEADS TO
POSITIVE CHANGE IN THEIR
SCHOOL, THEIR COMMUNITIES,
AND THEMSELVES.

Policy 401 Equal Employment Opportunity

Adoption:	July 10, 2023
Revision History	
Last Board Review: July 28, 2025 Next Board Review: July 2028 Review Frequency: Every 3 Years (per Policy 208)	

I. PURPOSE

The purpose of this policy is to provide equal employment opportunities for all applicants for Heartland Lakes Community School (HLCS) employment and HLCS employees.

II. POLICY STATEMENT

- A.** The policy of HLCS is to provide equal employment opportunities for all applicants and employees. HLCS does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex disability, marital status, status with regard to public assistance, disability, sexual orientation, including gender identity or expression, age, family care leave status, or veterans' status. HLCS also makes reasonable accommodations for disabled employees.
- B.** HLCS prohibits the harassment of any individual for any of the categories listed above.
- C.** This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities, or privileges of employment.
- D.** It is the responsibility of every HLCS employee to follow this policy.
- E.** Any person having a question regarding this policy should discuss it with the HLCS Business Manager.

Note: The applicability and enforceability of this policy 401 is limited to, and qualified by, Minnesota or Federal law that, at the time any such circumstance within the scope of the policy arises, may be contrary to some aspect or all of the policy.