**401 EQUAL EMPLOYMENT OPPORTUNITY**

*Minimal Updates: Statute Number Changes*

**402 DISABILITY NONDISCRIMINATION POLICY**

*Minimal Changes to Legal Reference Updates*

**404 EMPLOYMENT BACKGROUND CHECKS**

*Minnesota Statute Updates*

**406 PUBLIC AND PRIVATE PERSONNEL DATA**

*Major Changes in Definitions and Purpose also updated statutes.*

**410** **FAMILY AND MEDICAL LEAVE POLICY**

*Major Changes in Policy due to Federal definitions and Law.*

**413 HARASSMENT AND VIOLENCE**

*Major Changes: Definitions to Protected Class removed and included in definitions*

**414 MANDATED REPORTING OF CHILD NEGLECT OR PHYSICAL OR SEXUAL ABUSE**

*Major Changes: Definitions, Responsible Parties*

**417 CHEMICAL USE AND ABUSE**

*Major Changes: Definitions, Policy Updates*

**418 DRUG-FREE WORKPLACE/DRUG-FREE SCHOOL**

*Major Changes: Includes items regarding edibles, and medical use on the school campus*

**419 TOBACCO-FREE ENVIRONMENT; POSSESSION AND USE OF TOBACCO, TOBACCO-RELATED DEVICES, AND ELECTRONIC DELIVERY DEVICES; VAPING AWARENESS AND PREVENTION INSTRUCTION**

*Minimal Changes: Statute Updates*

**421 GIFTS TO EMPLOYEES AND SCHOOL BOARD MEMBERS**

*Minimal Changes: Added Definition of Financial Interest*

**423 EMPLOYEE-STUDENT RELATIONSHIPS**

*Minimal Changes: Legal Reference Additions*

**424 LICENSE STATUS**

*Minimal Changes: Change in Statement of Policy from MDE to PELSB*

**427 WORKLOAD LIMITS FOR CERTAIN SPECIAL EDUCATION TEACHERS**

*Minimal Changes: Change in Statute and Definitions*