

I. Purpose

The purpose of this policy is to provide equal employment opportunity for all applicants for school employment and school employees.

II. General Statement Policy

- A. It is Lakes International Language Academy (the school's) policy to provide equal employment opportunity for all applicants and employees. The school does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, gender identity and expression, age, genetic information, reprisal for protected activities, family care leave status or veteran status. The school also makes reasonable accommodations for disabled employees.
- B. The school prohibits discrimination and discrimination in the form of harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute harassment and the school's internal procedures for addressing complaints of harassment, please refer to Policy 312 *Harassment and Violence*. More information about nondiscrimination, whistleblowing, and reporting can be found in Policy 205 *Employee Disability Nondiscrimination* and Policy 230 *Whistleblower Protection*.
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, or any privileges of employment.
- D. Any person wishing to report complaints regarding discrimination may contact the Principal, Director, Executive Director, Human Rights Officer or employee's supervisor.

Adopted: 05/17/04
Amended: 01/03/05
Amended: 09/16/10
Amended: 09/19/14

Amended: 10/09/18