



Approved 09/24/2002
Amended: none

Equal Opportunity Employment Policy And Employee Discrimination and Harassment Policy

Policy No. 17

Freedom Academy is an Equal Opportunity Employer

Freedom Academy is committed to providing an environment free from illegal harassment and other forms of discrimination based upon: (a) race, color, national origin, sex, religion, or pregnancy, as such protected classes are defined in the Civil Rights Act of 1964 (Civil Rights Act) and the Utah Anti-Discrimination Act (UADA); (b) disabilities, as such protected class is defined in the Americans with Disabilities Act of 1990 (ADA) and the UADA; (c) age, as such protected class is defined in the Age Discrimination in Employment Act of 1967 (ADEA) and the UADA; (d) status as a veteran of the Vietnam era, as such protected class is defined in the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA); and (e) any other legally protected class(es) as defined by applicable state and federal law. It is the belief of Freedom Academy that an environment free of discrimination and harassment is a necessary part of a healthy learning and working environment.

Therefore, it is the policy of Freedom Academy to promote and ensure equal employment opportunity for all persons regardless of race, color, sex, national origin, religion, age, disability or sexual orientation.

Equal employment opportunity principles govern all aspects of the Academy's policies, program practices, and operations. All phases of employment, including recruitment, hiring, evaluation, promotion, transfer, assignment, training, benefits and separation, shall be conducted in compliance with equal employment opportunity laws and regulations.

Directors, managers, supervisors, and all staff share the responsibility to ensure equal employment opportunity. Employees will be held accountable for achieving the Academy's adherence to this policy objective and their annual performance will be evaluated in terms of this, as well as other, major Academy goals.

All employees play an important role in maintaining an environment of equal opportunity, and must treat all colleagues with respect and professionalism.