



## **SAGE Academy**

### **Policy # 402 - Nondiscrimination Policy**

To meet grant requirements, SAGE Academy has in place written personnel policies covering job descriptions, hiring procedures, promotions and dismissals. SAGE Academy has the following non-discrimination policy in place prohibiting discrimination based on race, sex, age or marital status in its employment practices:

It is the established policy of SAGE Academy to provide equal employment opportunities to all qualified persons and to administer all aspects and conditions of employment without regard to race, religion, color, sex, gender, sexual orientation, pregnancy, age, national origin, ancestry, physical or mental disability, severe/morbid obesity, medical condition, military or veteran status, genetic information, marital status, ethnicity, alienage or any other protected classification, in accordance with applicable federal, state, and local laws. SAGE Academy takes allegations of discrimination, intimidation, harassment and retaliation very seriously and will promptly conduct an investigation when warranted. Upon finding evidence of discrimination, SAGE Academy School Board will discipline an individual by providing a written warning, up to termination.

Equal employment opportunity includes, but is not limited to, employment, training, promotion, demotion, transfer, leaves of absence and termination.