

5130	Equal Employment Opportunity & Non-Harassment Policy
Approval Date:	May 2013
Category:	Personnel
Governance Accountability:	Board of Directors, Leadership
Audience:	Employees

Equal Employment Opportunity

It is the policy of Pine Lake Preparatory to follow Federal and State laws and provide equal employment opportunity to all employees and applicants for employment without regard to unlawful consideration of race, color, religion, sex, national origin, age, disability, or any other status protected by applicable federal, state or local law. This policy applies to all terms and conditions of employment including, but not limited to, recruitment, hiring, placement, promotion, termination, and transfer, leaves of absence, compensation and training.

Non-Harassment

Pine Lake Preparatory expressly prohibits any form of employee harassment based on race, religion, sex, national origin, age, disability, or any other status protected by applicable law. Improper interference with the ability of our employees to perform their expected job duties will not be tolerated. See Ethical Compliance (Integrity/Whistleblower policy).

Reporting By Other Employees

Any employee who believes that another employee is being subjected to unlawful discrimination or harassment should promptly report such conduct to the employee's supervisor or use the alternative reporting options described in the Grievance Policy.