



Series 200: Ethics Policies

221 Anti-Discrimination Policy

I. Purpose

The Environmental Charter School (“ECS” or the “School”) shall not discriminate against any person on the basis of race, color, gender, national origin, age, religion, disability, sexual orientation, gender identity and expression, veteran status, marital status, family responsibilities, or genetic information or any other classification otherwise protected by applicable state and/or federal law.

II. Policy

The Environmental Charter School shall not discriminate against any person on the basis of race, color, gender, national origin, age, religion, disability, sexual orientation, gender identity and expression, veteran status, marital status, family responsibilities, or genetic information or any other classification otherwise protected by applicable state and/or federal law.

ECS recognizes school administrators' and employees' obligations to comply with all applicable federal, state, and local laws in providing equal opportunity to all ECS students. Pursuant to 22 Pa. Code sec. 12.4 and consistent with the Pennsylvania Human Relations Act (43 P.S. sec. 951-963), ECS does not discriminate on the basis of race, color, gender, national origin, age, religion, disability, sexual orientation, gender identity and expression, veteran status, marital status, family responsibilities, or genetic information or any other classification otherwise protected by law in the administration of its educational policies, admission policies, hiring policies, scholarship and aid programs, and other school-administered programs and operations. A student will not be denied access to a free and full education, nor may a student be subject to disciplinary action on account of race, color, gender, national origin, age, religion, disability, sexual orientation, gender identity and expression.

III. Legal Authority

22 Pa. Code sec. 12.4 and consistent with the Pennsylvania Human Relations Act (43 P.S. sec. 951-963)

IV. Last Revised

March 19, 2025



TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH APPLICABLE LOCAL, STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL.

ADOPTED this 19th day of March, 2025.
As Resolution 2025-03-2155
Signed Copies located in Administrative Offices