

Urban Academy

Policy and Procedure:

EQUAL EMPLOYMENT OPPORTUNITY

Policy No.: 02.01

Originate: August 2003

Revised/Reviewed: December 2021

Adopted:

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I. PURPOSE

- A. This policy provides equal employment opportunity for all applicants for Urban Academy employment and as well as current Urban Academy employees.

II. GENERAL STATEMENT

- A. It is Urban Academy's policy to provide equal employment opportunity for all applicants and employees. Urban Academy 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, age, family care leave status or veteran status. Urban Academy also makes reasonable accommodations for disabled employees.
- B. Urban Academy prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute impermissible harassment and Urban Academy's internal procedures for addressing complaints of harassment, please refer to Urban Academy's policy on harassment and violence.
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment.
- D. It is the responsibility of every Urban Academy employee to follow this policy.
- E. Any person having any questions regarding this policy should discuss it with the director.