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EQUAL EMPLOYMENT OPPORTUNITY POLICY

I. Purpose

This policy provides guidance regarding Gateway STEM Academy's obligation to provide equal employment opportunity for all employees and applicants for employment.

II. General Statement of Policy

- A. Gateway STEM Academy provides equal employment opportunity for all applicants and employees. Gateway STEM 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. Gateway STEM Academy also makes reasonable accommodations for disabled employees.
- B. Gateway STEM Academy prohibits the harassment of any individual based on any of the categories listed above. For information about the types of conduct that constitute impermissible harassment and the school's procedures for addressing complaints of harassment, please refer to the school's policy on harassment and violence.
- C. This policy applies to all areas of employment including hiring, termination, promotion, compensation, facilities or privileges of employment.
- D. It is the responsibility of every employee to follow this policy.
- E. A person having questions regarding this policy should discuss it with Gateway STEM Academy leadership or the Board of Directors in the event that the school leadership is involved in the complaint.