

## Hill View Montessori Charter Public School

### 1.b. Affirmative Action, Equal Employment Opportunity, Equal Access to Education and Non-Discrimination Statement

**First Read: 2/14/18      Second Read: 3/15/18      Approved: 3/15/18 Unanimous**

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#### **Affirmative Action, Equal Employment Opportunity, Equal Access to Education and Non-Discrimination Statement**

Hill View Montessori Charter Public School (HVMCPS) is committed to equal education opportunity for all students and equal employment opportunity for all employees and students. HVMCPS's policy of non-discrimination and equal opportunity extends to all employment and academic considerations and programs.

The Board of Trustees, administration, and faculty and staff recognize that to assure equal opportunity for all students and employees, HVMCPS must take affirmative action to provide sufficient role models among the school leaders, employees, and staff who reflect the various racial and cultural backgrounds of our students. The attainment of an all-inclusive, discrimination-free environment, within our school is the primary goal of the Affirmative Action Plan.

HVMCPS commits to equal employment opportunity and equal access to education without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, ethnicity, age, disability, veteran, genetic information, or marital status. We commit to making all reasonable efforts to ensure an environment free of discrimination or harassment on account of race, color, national origin, ethnicity, sex, religion, age, sexual orientation, disability, veteran, genetic information, gender identity or marital status and encourage all members of our community to support and foster the acceptance and inclusion of all individuals.

The Board of Trustees further ensures that all personnel activities including recruitment, employment, training, compensation, benefits and all other terms and conditions of employment are administered according to equal opportunity principles and operate to eliminate practices that may result in inequities and/or discrimination.

This Policy applies equally to all HVMCPS students, employees, authorized volunteers, parents, and other members of the school community. This Policy applies to conduct at school, at school events, and away from school in all other instances when HVMCPS is represented.