



Policy on Non-Discrimination Hiring Practices

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| POLICY NUMBER: 20921-1 | EFFECTIVE DATE: 2/9/21 Annual Review 8.6.24 | APPOINTING AUTHORITY APPROVAL: Hope Learning Academy of Toledo School Board |
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HOPE Learning Academy of Toledo has adopted and board-approved policy regarding HOPE following non-discriminatory practices in hiring or contracting services. HOPE will check the educators profile before making hiring decision.

Non-Discrimination Policy

Hope Learning Academy is an Equal Opportunity Employer. It is our policy to administer all of our employment practices, including those pertaining to recruitment, hiring, placement, transfer, promotion, or compensation (i.e. wage rate), layoff or termination, and selection for training in a nondiscriminatory manner without regard to age, color, gender/sex, national origin, disability, race, religion, military or veteran status, genetic information, sexual orientation, or on any other basis prohibited by federal, state, or local law. The School will also make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship.

Any employee with a question or concern about discrimination in the workplace is encouraged to bring their concern to the attention of the Superintendent or his or her designee. No reprisal will be permitted for raising concerns or making a report. Anyone determined to have engaged in discrimination or retaliation for a report of discrimination will be subject to disciplinary action, up to and including termination of employment.

Any person who knowingly makes a false statement is guilty of falsification under section 2921.13 of the revised code, which is a misdemeanor of the first degree.

29 USC 631; 29 USC 206(d); 42 USC 2000ff et. seq.; 42 USC 2006(c); 42 USC 12101; R.C. 4112.02; 4111.17