

## **Anti-Discrimination Policy**

### **Prohibition Against Discrimination**

Age of Montessori is committed to maintaining an environment that is free of any type of discrimination and where students, staff and everyone associated with the organization is treated with dignity and respect.

The organization's strict prohibition against discrimination includes, but is not limited to discrimination based upon a person's race, creed, color, religion, national origin, ancestry, sex, pregnancy, gender identity or expression, age, disability, veteran's status, sexual orientation, marital status, civil union status, domestic partnership status, affectional or sexual preference or orientation, genetic information, atypical heredity, cellular or blood trait of any individual, family status, or because of the liability for service in the Armed forces or because of the refusal to submit to a genetic test or make available the results of a genetic test to an employer or based upon any other characteristic or status protected by State or Federal Law.

This anti-discrimination policy applies to, but is not limited to all educational opportunities, classroom practices, employment practices, compensation, training, hiring, advancement, promotion, discipline, discharge and the selection vendors, contractors and consultants who do business with the organization.

### **Reporting Discrimination**

1. If anyone believes that the he or she is the victim of discrimination or has reason to believe that somebody else is the victim of discrimination, he/she should immediately report it to Age of Montessori's Executive Director.
2. That person or his/her designee will conduct an immediate and thorough investigation.
3. Confidentiality will be maintained to the extent possible, however, it is important to recognize that those with pertinent information will be interviewed as part of the investigation, including the accused.
4. The results of the investigation will be reported to the Age of Montessori Executive Director, who will take swift and appropriate action against any person who is found to have violated this policy, up to and including dismissal or removal from the organization.
5. The organization strictly prohibits retaliation against anyone who, in good faith, brings forth a complaint or otherwise cooperates in the investigation as a witness.
6. When the investigation ends, a determination will be made, and the results will be communicated to the complainant, the alleged perpetrator, and, as appropriate, to all others directly concerned.