



#### EQUAL EMPLOYMENT OPPORTUNITY

By policy and practice, Vanguard Classical School affirms its continuing commitment to provide equal opportunities in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, ancestry, creed, gender, religion, age, pregnancy, genetic information, affinity/sexual orientation, otherwise qualified disability or veteran status.

The policy of equal employment opportunity shall apply to all terms, conditions, and privileges of employment, including hiring, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, and retirement. VCS will analyze its human resource actions rigorously to ensure compliance with this policy.

Every member of management is expected to support the policy of equal employment opportunity in his or her assigned areas of responsibility. Employees believing they have not been treated in accord with this policy are encouraged to contact the Human Resources Director. The cooperation and support of all Vanguard Classical School employees is essential in assuring equal employment opportunity.