Non-Discrimination Policy

Student Policies

Non-Discrimination Policy

(p. 9 of Policy and Operations Manual)

Admission to the district Graduation Alliance Program is not determined on the basis of age, race, color, religion, gender, sexual orientation, national origin, disability, or veteran status, with the exception that students must be high school-age, as defined by the state of Florida in order to participate, and meets one of the state's enrollment eligibility requirements for the specific program.

Employee Policies

Equal Opportunity Employment

(p. 9 of Graduation Alliance Employee Handbook)

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Graduation Alliance will be based on merit, qualifications, abilities and employer needs. Both Graduation Alliance and Stratus.hr are equal employment opportunity employers and do not discriminate against any person because of race, color, religion, gender, national origin, disability, age or any other characteristic protected by law (referred to as “protected status”). This non-discrimination policy extends to all terms, conditions and privileges of employment as well as the use of all company facilities, participation in all company-sponsored activities, and all employment actions such as promotions, compensation, benefits, and termination of employment. Employees who become aware of or experience discrimination as a result of race, color, religion, gender, national origin, disability, age or any other characteristic protected by law shall promptly report the matter to his or her supervisor and to their Stratus.hr Employee Services Representative. If the supervisor is unavailable or the employee believes it would be inappropriate to contact that person, the employee shall immediately contact any other

member of management and their Stratus.hr Employee Services Representative. Contact information is provided at the beginning of this manual.

Any supervisor who becomes aware of possible discrimination as a result of race, color, religion, gender, national origin, disability, age or any other characteristic protected by law shall promptly notify the highest management official available and Stratus.hr immediately. Failure to provide notice could result in disciplinary action, up to and including termination.

Anyone engaging in unlawful discrimination will be subject to disciplinary action, up to and including termination.

Disability Accommodation

(p. 10 of Graduation Alliance Employee Handbook)

Graduation Alliance is committed to full compliance with the Americans with Disabilities Act Amendments Act (ADAAA) and ensuring equal opportunity in employment for qualified persons with disabilities. All employment practices and activities are conducted on a non-discriminatory basis.

Hiring procedures have been established to provide persons with disabilities access to meaningful employment opportunities. Pre-employment inquiries are made only regarding the applicant's ability to perform the duties of the position.

Reasonable accommodations in accordance with ADAAA laws are made available to disabled employees, where their disability affects the performance of job functions. All employment decisions are based on the merits of the situation in accordance with defined criteria, not on the disability of the individual.

Qualified persons with disabilities are entitled to equal pay and benefits (or changes in compensation and benefits) as well as equal treatment regarding job assignments, classifications, organizational structures, and position descriptions, lines of progression and seniority lists. Leaves of all types will be available to all employees on an equal basis.

Graduation Alliance is also committed to not discriminate against any qualified employee or applicant because of his or her relationship or association with a person with a disability. Graduation Alliance will follow any applicable state or local law that provides individuals with disabilities greater protection than the ADAAA.

Employees with a disability who believe they need a reasonable accommodation to perform the essential functions of their job shall contact the Human Resources department. Stratus.hr encourages individuals with disabilities to request reasonable accommodation.

Upon receipt of an accommodation request, a member of the Human Resources department and your supervisor will meet with you to discuss and identify the precise limitations resulting from the disability and the potential accommodation that Graduation Alliance and Stratus.hr might make to help overcome those limitations.

Graduation Alliance and Stratus.hr may request a doctor's certification to professionally identify the employee's limitations and to help investigate possible reasonable accommodations.

This policy is neither exhaustive nor exclusive. Graduation Alliance and Stratus.hr are committed to taking all actions necessary to ensure equal employment opportunity for persons with disabilities in accordance with the ADAAA and all other applicable federal, state and local laws.