

Policy 401.12: Affirmative Action Statement in Compliance with Title IX and Other Legal Mandates

Status: ADOPTED

Original Adopted
Date: 7/31/23

Choice Charter School is committed to fostering, cultivating and preserving a culture of diversity, equity, and inclusion.

The Board of Directors of the Choice Charter School commits itself to an affirmative action program that will provide for equal opportunity in employment and delivery of services without regard to race, color, creed, sex, national origin, religion, age, sexual orientation, gender identity or disability. The intent of the program is to ensure equal treatment of employees in recruitment, employment, training, promotion, and other personnel practices and to ensure equal educational opportunity to all students within the district. The district affirmative action program focuses on all students and employees in the district with particular focus on racial and ethnic minorities, women, disabled, and older persons.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our staff invest in their work represents a significant part of not only our culture, but our reputation and Choice Charter School's achievement as well.

We embrace and encourage our staff's differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our staff unique.

Choice Charter School's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all staff members.
- Teamwork and staff participation, permitting the representation of all groups and staff perspectives.
- Work/life balance through flexible work schedules to accommodate staff's varying needs.
- Employer and staff contributions to the communities we serve to promote a greater understanding and respect for diversity, equity, and inclusion.

All Staff Members of Choice Charter School have a responsibility to treat others with dignity and respect at all times. All staff are expected to exhibit conduct that reflects inclusion during

work, at work functions on or off the work site, and at all other Choice Charter School-sponsored and participative events.

Any staff found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

This policy and completed district affirmative action plan will be available to ensure that all citizens and students are fully aware of its existence and contents.

The responsibility of implementing this program is hereby assigned to the Compliance Officer who will be responsible directly to the CEO. Staff who believe they have been subjected to any kind of discrimination that conflicts with the Choice Charter School's diversity policy and initiatives should seek assistance from the Principal or CEO.