



**Official Policy
of
Ogden Preparatory Academy**

6. Human Resources

6.19.POL Discrimination Policy

Effective/Revision Date: 09/20/2018

Page 1 of 2

Purpose

Ogden Preparatory Academy (the School) prohibits discrimination based on race; color, religion, national origin, sex; gender identity, sexual orientation, pregnancy, childbirth or pregnancy-related conditions, age, or disability. The School also prohibits discrimination based on genetic information. To the extent these terms are defined in Utah Code 34A-5-102, the School relies on those definitions for the purposes of this Policy.

Prohibited Discrimination Conduct

1. Discrimination on the basis of race; color; religion; national origin; sex; gender identity; sexual orientation; pregnancy, childbirth or pregnancy-related conditions; age, or disability; or genetic information is prohibited in employment practices. The School is prohibited from:
 - a. Discharging, demoting, terminating, retaliating against, refusing to hire or promote an otherwise qualified individual; and
 - b. Discrimination against an otherwise qualified individual with respect to compensation or in terms of privileges and conditions of employment, including job training, or referrals.
2. School employees, volunteers and agents are prohibited from engaging in the following conduct if the conduct is based on race; color; religion; national origin; sex; gender identity; sexual orientation; pregnancy, childbirth or pregnancy-related conditions; age, or genetic information:
 - a. Display of offensive or suggestive posters, pictures, or objects;
 - b. Offensive verbal harassment including remarks, questions, teasing, slurs;
 - c. Inappropriate jokes about traits or characteristics;
 - d. Viewing, printing, or transmitting offensive material on a School computer; and
 - e. Conduct that is demeaning or derisive and occurs substantially because of race; color; religion; national origin; sex; pregnancy, childbirth or pregnancy-related conditions; age; disability.

Employees' Rights

- Any employee who believes he or she has been the target of discrimination should report the conduct in writing to Administration, the Human Resources Director or the Board in accordance with the grievance policy.

Employee Responsibilities

- If an employee is aware of a violation of this policy, the employee will report immediately to Administration or the Human Resources Director.

Retaliation Prohibited

The School prohibits retaliation against any person who reports violations of this policy or participates in processes under this policy. Retaliation includes, but is not limited to, intimidation, reprisal and harassment.

Document History

Approved: 09/20/2018

Legal References

Title VII

Equal Pay Act

ADEA

Title V of ADA

GINA

Civil Rights Act of 1991

Utah Code, 34A-5-106

Utah Code, 34A-5-102