

## **NON-DISCRIMINATION POLICY**

Ascension Academy does not discriminate on the basis of race, religion, color, national origin or gender in providing education or providing access to benefits of educational services, activities and programs, including career and technology programs, in accordance with TITLE VI of the Civil Rights Act of 1964, as amended; TITLE IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended; and TITLE II of the Americans with Disabilities Act.

Ascension Academy considers intimidation or harassment of any kind directed by or at students to be serious and deserving of the full range of disciplinary options, up to and including expulsion, in accordance to the nature of the offense. Harassment or intimidation of an employee, whether directed by a colleague, student(s) or parent(s), is inappropriate and unwelcomed and will not be tolerated. Faculty who believe they are being threatened in any way or suffering from discriminatory words or practices are expected to bring their concerns to any of the following persons: either of the school counselors, business manager, or head of school. These persons are authorized to initiate a review and evaluation process that will include representatives of the Board of Regents that will assess the seriousness and merit of the complaint and, if proved to have legitimacy, lead to a response by the school in keeping with the gravity of the offense.