



Making something amazing.

Adopted: August 13, 2017

401 EQUAL OPPORTUNITY EMPLOYMENT

I. PURPOSE

The purpose of this Studio School policy is to provide equal employment opportunity for all applicants for school employment and employees.

II. GENERAL STATEMENT OF POLICY

1. It is the policy of The Studio School to provide equal employment opportunity for all applicants and employees. The school does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, gender, gender identity, marital status, status with regard to public assistance, disability, sexual orientation, age, and family care leave status or veteran status. The school also makes reasonable accommodations for disabled employees.
2. The Studio School prohibits the harassment of any individual. For information about the types of conduct that constitute harassment and the school's internal procedures for addressing complaints, please refer to the school's policy on harassment and violence.
3. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities, or privileges of employment.
4. The Studio School will take affirmative action to ensure that this policy is implemented, with particular regard to including but not limited to: advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.
5. The Studio School will make it understood by the employment entities with which it deals, and in employment opportunity announcements that it is company policy and all employment decisions are based on individual merit only.
6. It is the responsibility of every school employee to follow this policy.
7. All current employees of The Studio School are requested to encourage qualified disabled persons, minorities, special disabled veterans, and Vietnam Era veterans to apply for employment, on-the-job training or for accommodations for qualified disabled individuals.



Making something amazing.

8. It is the policy of The Studio School that all company activities, facilities, and job sites are non-segregated. Separate or single-user toilet and changing facilities are provided to assure privacy whenever possible.
9. It is the policy of The Studio School to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to the supervisor of the employee or the school Equal Employment Opportunity Officer.
10. Any person having any questions regarding this policy should discuss it with the Executive Director of The Studio School.