



4.1.1 Nondiscrimination

Purpose

This policy outlines the nondiscrimination statement regarding students and employees of ANCS.

Duration

This policy is permanent.

Policy

ANCS believes that all students and employees are entitled to equal opportunities regardless of their race, color, religion, sex, citizenship, ethnic or national origin, age, disability, medical status, military status, veteran status, marital status, sexual orientation, gender identity or expression, ancestry, or any legally protected status under local, Georgia, or federal law. No student or employee shall be subjected to discrimination or harassment in any of ANCS's programs, activities, or practices because of the student's or employee's race, color, religion, sex, citizenship, ethnic or national origin, age, disability, medical status, military status, veteran status, marital status, sexual orientation, gender identity or expression, ancestry, or any legally protected status under local, Georgia, or federal law.

"Discrimination" means the failure or refusal to hire an applicant; the termination or demotion of an employee; the taking of an adverse action against an employee with respect to compensation or other terms, conditions or privileges of employment; the exclusion of a student from participation in an educational program or activity; or the denial of benefits to a student of an educational program or activity because of the applicant's, employee's, or student's race, color, religion, sex, citizenship, ethnic or national origin, age, disability, medical status, military status, veteran status, marital status, sexual orientation, gender identity or expression, genetic information, ancestry, or any legally protected status.

"Harassment," generally, means verbal, physical, or graphic conduct that degrades or shows hostility or aversion toward an individual or group on the basis race, color, religion, sex, citizenship, ethnic or national origin, age, disability, medical status, military status, veteran status, marital status, sexual orientation, gender identity or expression, genetic information, ancestry, or any legally protected status, and that:

- Has the purpose or effect of creating an intimidating, hostile, or offensive working or learning environment; or
- Has the purpose or effect of unreasonably interfering with an individual's work or educational performance.

Approval



Policy approval date:

02/1/18

Policy effective date:

02/01/18

Policy review date:

08/17