

**Spectrum Charter School  
4369 Northern Pike  
Monroeville, PA 15146**

**Board of Trustees Policy 103**

**ANTI-DISCRIMINATION POLICY**

The Spectrum Charter School (“Charter School”) shall not discriminate against any person on the basis of race, sex, color, creed, religion, sexual orientation, ancestry, national origin, disability, marital status, pregnancy, genetic information or any other classification otherwise protected by applicable state and/or federal laws. The Charter School’s Board of Trustees recognizes school administrators’, employees’ obligations to comply with all applicable federal, state, and local laws in providing equal opportunity for all Charter School students. Pursuant to 22 Pa. Code §12.4 and consistent with the Pennsylvania Human Relations Act (43 P.S. §§ 951 - 963).

The Charter School does not discriminate on the basis of race, sex, color, creed, religion, sexual orientation, ancestry, national origin, disability, marital status, pregnancy, genetic information or any other classification otherwise protected by law in the administration of its educational policies, admission policies, hiring policies, scholarship and aid programs, and all other policies and operations, nor may a student be subject to disciplinary action on account of race, sex, color, creed, religion, sexual orientation, ancestry, national origin, disability, marital status, pregnancy, genetic information, gender identity or any other classification.

The Charter School’s Board of Trustees encourages students and third parties who have been subject to discrimination to promptly report such incidents. The Board of Trustees directs that complaints of discrimination shall be investigated promptly. Confidentiality of all parties shall be maintained, consistent with the Charter School’s legal and investigative obligations. Neither reprisals nor retaliation shall occur as a result of good faith charges of discrimination.

**TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH THE SCHOOL'S CHARTER OR APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS AND/OR CHARTER CONTROL.**

ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary