Spectrum Charter School

Board of Trustees Policy 103.1

EMPLOYEES/EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Spectrum Charter School ("Charter School") has been and remains committed to the principle and practice of equal employment opportunity for all persons without regard to race, color, religion, age, sex, sexual orientation, ancestry, national origin, handicap, disability or Vietnam era veteran status, consistent with job qualifications and safe performance of work requirements. The Charter School seeks to recruit, hire and place into available jobs the most qualified persons and to administer personnel matters such as compensation, benefits, promotion, training, layoffs, discipline, termination and Charter School-sponsored educational, social and recreational programs in accordance with this policy. In addition to applying equal employment principles in all its personnel decisions, the Charter School is committed to affirmative action to assure equal opportunity. It shall take positive steps to make its policy known and to encourage all qualified minorities, women, handicapped persons, and covered veterans to seek employment with or advancement within the Charter School.

The Chief Executive Officer ("CEO") has overall authority for the Charter School's equal employment policy and shall designate such personnel as he deems appropriate to implement the policy.

All administrators, supervisors and managers shall be made aware of this policy and shall fulfill their responsibilities in a manner that reflects and fosters the Charter School's equal employment policy. All other employees are expected to conduct themselves at work in a way consistent with this policy. All employees are expected to deal fairly and courteously with one another to ensure a work environment free of intimidation and harassment. Ethnic, racist, or sexist slurs or other personal derogation not related to legitimate factors concerning work are offensive and unacceptable employee behavior. Sexual harassment is also a form of unlawful and unacceptable sexual discrimination and includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Please see the Charter School's Anti-Harassment and Anti-Discrimination Policy.

Any employee who violates this policy commits misconduct for which appropriate discipline may be imposed, up to and including termination. Any employee who believes he has been subjected to unlawful discrimination or harassment should make a written complaint to his immediate supervisor or, if appropriate, the CEO. Employees are encouraged to contact the CEO for information on making complaints. Employees with complaints as to the CEO may proceed to the Board of Trustees directly if the issue is not addressed by the CEO.

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

Approved this day 15 of April, 2020

Reapproved this day 15th of September, 2026

President

Secretary