

**TITLE IX**  
**EQUAL EMPLOYMENT OPPORTUNITY AND NONDISCRIMINATION**

It is the policy of the Governing Authority to comply with all federal and state laws, requirements and regulations prohibiting discrimination. It is the policy of the Governing Authority that no staff member, or candidate for a position, in this School shall, on the basis of race, color, religion, military status, national origin, creed or ancestry, age, sex, marital status, disability, or genetic information, be discriminated against, excluded from participation in, denied the benefits of, recruited, employed, assigned, evaluated, provided inservice education or other terms, conditions, and privileges of employment or otherwise be subjected to, discrimination in any program or activity for which the Governing Authority is responsible or for which it receives financial assistance from the U.S. Department of Education. AEALAS-Ohio policies do not permit discrimination based on an individual's marital status, the individual's relations to another AEALAS-Ohio employee or his or her lawful off-duty conduct.

Albert Einstein Academy does not discriminate on the basis of sex in the education program or activity it operates and is required by Title IX and its regulations not to discriminate in such a manner. This requirement not to discriminate in the education program or activity extends to admission, participation, and employment.

The Superintendent shall act as the compliance officer for the Governing Authority. The responsibility of the compliance officer shall be to ensure that federal and state regulations are complied with and that any complaints are dealt with promptly in accordance with law.

Notice of the Governing Authority's policy on nondiscrimination in employment practices shall be posted throughout the School and published in any School statement regarding the availability of employment.

The Governing Authority directs the Superintendent to continually evaluate the School's employment practices ensuring that equal opportunities are available to all applicants and employees based upon each individual's qualifications, merit, and job abilities.

Adopted: August 2013

Reviewed: August 2020