



NOTICE OF NON-DISCRIMINATION

Cedar Tree Academy is committed to ensuring that all of its employees act in conformity with federal and District of Columbia Non-Discrimination Laws, including Titles IV and VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, the Individuals with Disabilities Education Act, the Age Discrimination Act of 1975, and the District of Columbia Human Rights Act of 1977.

Accordingly, Cedar Tree Academy provides educational opportunities without regard to, and does not discriminate on the basis of actual or perceived race, color, religion, national origin, sex (including sexual harassment, and discrimination based on pregnancy, childbirth, related medical conditions, breastfeeding, and reproductive health decisions), age, marital status, personal appearance (including body type/size), sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an intrafamily offense, place of residence or business, or credit information.

Employees found to have engaged in prohibited discrimination will be subject to disciplinary action.

Harassment is a form of discrimination.

- *Prohibited harassment includes:*
 - Any unwelcome physical, verbal, nonverbal, or electronic conduct
 - Based on an individual's actual or perceived race, color, religion, national origin, sex (including sexual harassment, and discrimination based on pregnancy, childbirth, related medical conditions, breastfeeding, and reproductive health decisions), age, marital status, personal appearance (including body type/size), sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an intrafamily offense, place of residence or business, or credit information
 - That is so severe, persistent, or pervasive that it adversely affects a student's ability to participate in or benefit from an educational program or activity (e.g., greater difficulty concentrating or studying, fear of going to class, lower grades, skipping a class or activity to avoid a harasser).
- *Prohibited sexual harassment of a student by another student* includes unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal

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conduct; or other conduct or communication (including electronic communication) of a sexual nature that adversely affects the student in the ways set forth above.

- *Prohibited sexual harassment of a student by a school employee* includes both welcome AND unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication (including electronic communication) of a sexual nature.
- *A hostile work environment* exists if the harassment is sufficiently serious that it denies or limits the complainant's ability to participate in or benefit from the school's program (e.g., skipping class, dropping out of an activity, having trouble concentrating in class).

Employees or students found to have engaged in prohibited harassment will be subject to disciplinary action.

PROHIBITION AGAINST RETALIATION

Retaliation includes any adverse action taken against an individual because they reported discrimination, provided information about an act of discrimination, or witnessed an act of discrimination. Cedar Tree Academy prohibits retaliation against any individual who has made a complaint pursuant to this policy in good faith, assisted in an investigation, or otherwise exercised rights protected by law. Cedar Tree Academy also prohibits taking any adverse action against an individual based on an unsubstantiated allegation or rumor of harassment.

REPORTING PROCEDURES

Any individual, including a student, parent/guardian, or visitor, who believes conduct that violates this policy has occurred should report the alleged acts pursuant to Cedar Tree Academy's Complaint Policy. Individuals should report potential violations of this policy to a teacher, counselor, the school Principal, the school Principal/designee, or Chief Executive Officer. A school employee who receives a report of harassment or who should reasonably know about an incident of harassment shall notify Cedar Tree Academy's Director of Human Resources.

Robinette Lewis, Director of Human Resources
Phone: 202-610-4193
E-mail: Rlewis@Cedartree-dc.org
Mail: 701 Howard Road SE
Washington, DC 20020

CONFIDENTIALITY

To the greatest extent possible, Cedar Tree Academy shall respect the privacy of individuals who report potential violations of this policy, individual(s) against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation and comply with applicable laws.

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