



**NONDISCRIMINATION IN EMPLOYMENT**

Blue Oak Charter Council is committed to providing equal opportunity for all individuals in education. School programs, activities, and practices shall be free from discrimination based on race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived Characteristics.

BOCC has developed this policy to ensure that all its employees can work in an environment free from unlawful harassment, discrimination and retaliation. Blue Oak Charter School will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately.