

Operations Policy #929
Affirmative Action Compliance

Purpose:

SusQ-Cyber Charter School will not discriminate in its educational programs, activities, or employment practices based on race, color, national origin, sex, sexual preference, disability, age, religion, ancestry, or any other legally protected classification. Announcement of this policy is in accordance with state and federal laws, including Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990.

Guidelines:

We will provide reasonable accommodations if a person with a disability needs one in order to apply for a job, perform a job, or enjoy benefits equal to those we offer to other employees. We will not provide an accommodation that poses an undue hardship to SusQ-Cyber Charter School.

Once an accommodation is requested, we will discuss the employee's needs and identify the appropriate reasonable accommodation. We may ask for documentation as to why the requested accommodations are needed.

We will ask questions related to disability and may require a medical examination of an employee whose medical condition appears to be causing performance or safety problems.

Parents, employees and participants who have an inquiry or complaint of harassment or discrimination, or who need information about grievances or accommodations for persons with disabilities, should contact the CEO, SusQ-Cyber Charter School, 240 Market St., Box 1A, Suite 15, Bloomsburg, PA 17815, (570) 245-0252.

Delegation of Responsibility:

The CEO shall ensure that parents, employees and participants are informed of these guidelines and any additional regulations that may be needed to enforce these guidelines.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL. THIS POLICY IS NOT INTENDED TO CONFLICT WITH CHARTER REQUIREMENT.