

			Model/App: Ensign Learning Center		Ref. #
			PS: ____ PKT: Policies and Procedures		J.10
			Policy Title: Non-Discrimination Policy #		1' of 1
			Title: Non-Discrimination Policy		
Ensign Learning Center is committed to providing a safe educational environment for all students, staff, and community members. We believe in fostering an atmosphere that promotes respect and dignity. Discrimination based on race, color, national origin, ethnicity, gender, disability, religion, or any other characteristic will not be tolerated within our school community.					
<b>Purpose:</b>					
Ensign Learning Center is dedicated to creating an environment that promotes learning and personal growth for every individual, irrespective of their background. This policy aims to ensure a discrimination-free educational experience.					
<b>Scope:</b>					
This policy applies to all students, administration, staff, volunteers, and visitors associated with [School Name]. It encompasses all school activities, including classroom instruction, extracurricular programs, athletics, hiring, firing, student admissions and any events or functions sponsored by the school.					
<b>Prohibited Acts:</b>					
Discriminatory acts, including but not limited to verbal abuse, harassment, intimidation, or exclusion based on protected characteristics, are strictly prohibited. This includes any behavior that creates a hostile or offensive environment for any member of the school community.					
<b>Reporting Mechanism:</b>					
Individuals who believe they have experienced or witnessed discrimination are encouraged to promptly report the incident to a teacher, school staff member, or administrator. Reports can be made anonymously if preferred.					
<b>Investigation and Resolution:</b>					
Ensign Learning Center will promptly and thoroughly investigate all reports of discrimination. The school will take appropriate action to address confirmed incidents, which may include disciplinary measures, counseling, or educational interventions to prevent future occurrences.					
<b>Confidentiality:</b>					
The privacy of all parties involved in a discrimination complaint will be respected to the fullest extent possible. Information related to the complaint will only be disclosed on a need-to-know basis to facilitate a fair and thorough investigation.					
<b>Non-Retaliation:</b>					
Ensign Learning Center prohibits any form of retaliation against individuals who report discrimination or participate in the investigation process. Retaliatory actions will be subject to disciplinary measures.					
<b>Education and Training:</b>					
The school will provide ongoing education and training to students, staff, and volunteers to raise awareness about discrimination, promote understanding, and foster a culture of learning without discrimination.					
<b>Review and Revision:</b>					
This policy will be regularly reviewed and updated as needed to ensure its effectiveness and compliance with applicable laws and regulations.					
By adhering to this Non-Discrimination Policy, Ensign Learning Center aims to create a learning environment for all backgrounds, where all individuals can thrive academically, socially, and emotionally.					