



BLOOMING ACADEMY INC. NON-DISCRIMINATORY POLICY

Blooming Academy Inc. Non-Discriminatory Policy:

Blooming Academy Inc. ('the Academy') is committed to providing a learning and working environment that is free from discrimination and harassment on the basis of race, color, ethnicity, national origin, ancestry, religion, religious creed, sex (including pregnancy, childbirth, breastfeeding, and related medical conditions), gender, gender identity, gender expression, sexual orientation, marital status, age (40 and above), disability, medical condition (cancer related or genetic characteristics), genetic information, military and veteran status or any other characteristic protected by federal, state or local law.

This policy applies to all aspects of the Academy's operations, including

- * Admissions: The Academy will admit students without regard to any protected characteristic. Admissions decisions will be based on academic merit, potential and other relevant factors.
- * Education: The Academy will provide all students with equal access to educational opportunities, resources and activities. The curriculum will be designed to be inclusive and to reflect the diversity of the student body.
- * Employment: The Academy will recruit, hire, train, promote and compensate employees without regard to any protected characteristic. The Academy will provide equal opportunities for professional development and advancement.
- * Extracurricular Activities: The Academy will offer a variety of extracurricular activities that are open to all students, regardless of any protected characteristic.
- * Facilities and Services: The Academy will provide all students with equal access to its facilities and services, including libraries, computer labs and counseling services.

Compliant Procedure:

The Academy encourages any individual who believes they have been subjected to discriminatory or harassment to report the incident to the Head of School or any other designated employee. All complaints will be investigated promptly and thoroughly. The Academy will take appropriate disciplinary action against any individual found to have engaged in discrimination or harassment.



Retaliation Prohibited:

The Academy prohibits retaliation against any individual who reports discrimination or harassment or who participates in an investigation of such a report.

Dissemination of Policy:

This policy will be:

- * Included in the student handbook
- * Posted prominently on the Academy's website