



## **Nativity School of Worcester Non-Discrimination Policy**

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Nativity Worcester will be based on merit, qualifications, and abilities. Nativity Worcester does not discriminate against any person because of race, color, creed, religion, sex, national origin, disability, age, genetic information, sexual orientation, gender identity or any other characteristic protected by law (referred to as "protected status"). This nondiscrimination policy extends to all terms, conditions and privileges of employment as well as the use of all school facilities, participation in all school-sponsored activities, and all employment actions such as promotions, compensation, benefits and termination of employment.

No employee or applicant shall be discriminated against because of the presence of an infectious or life-threatening disease. Employees have the right to privacy and to be treated with dignity. Confidentiality will be maintained except in instances only when the disclosure may be required under legislative, regulatory, or court pronouncements. Employees will not routinely be relieved of assignments or restricted from work for reasons of health unless a condition exists which would warrant such action. Each such situation will be evaluated on an individual basis, taking into consideration an employee's health and job responsibilities.

Nativity Worcester wishes to emphasize to all employees our belief in equal employment opportunity. The cooperation and participation of each employee is essential to the achievement of our objective.

Any employee who believes he or she has been the victim of employment discrimination based on any of these factors should report the matter immediately to Nativity Worcester's Business Manager. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.