



MIRI PIRI ACADEMY

[AD01] Anti-Harassment and Non-Discrimination Policy

Responsible Authority: Head of School, Japjeet Kaur

Last reviewed: November 2, 2023

ANTI-HARASSMENT AND DISCRIMINATION

We are committed to providing a work environment that provides our entire workforce with equality, respect, dignity, and safety. In keeping with this commitment, Miri Piri Academy has a Zero tolerance policy with regard to employee harassment. Federal law defines harassment as unwelcome conduct that is based on age, religion, race, creed, color, national origin, military status, sex (including pregnancy, sexual orientation, and gender identity), disability, predisposing genetic characteristics, familial status, marital status, domestic violence victim status, or any other characteristics protected under state, federal, or local laws. In keeping with federal definition, Miri Piri Academy has adopted the Department of Labor's philosophy of harassment policies in that the goal of this policy is to "eliminate harassment before it becomes severe and pervasive enough to violate the law."

Harassment becomes unlawful when:

1. enduring the offensive conduct becomes a condition of continued employment; or
2. the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Miri Piri Academy's policy applies to all aspects of your employment. Harassment of any other person, including, without limitation, fellow employees, contractors, visitors, clients or customers, whether at work or outside of work, is grounds for immediate termination. Miri Piri Academy will make every reasonable effort to ensure that its entire community is familiar with this policy and that all employees are aware that every complaint received will be promptly, thoroughly and impartially investigated and resolved appropriately. Miri Piri Academy's Zero tolerance policy extends to any retaliation against anyone who complains of harassment or who participates in an investigation.