



Section X – Equal Opportunities, Non-Discrimination and Harassment Policies

Equal Opportunity and Student Non-Discrimination Policy

It is the policy of LEARN to afford equal employment opportunities regardless of perceived and/or actual race, age, religion, color, marital status, national origin, sexual orientation, disability, pregnancy, military status, order of protection status, genetic information, gender identity, or any other category protected by law. This policy of equal employment applies to all aspects of the employment relationship, including but not limited to: initial consideration for employment; job placement and assignment of responsibilities; performance evaluation; promotion and advancement; compensation and fringe benefits; training and professional development opportunities; formulation and application of human resource policies and rules; facility and service accessibility; and discipline and termination. Any employee who believes this policy has been violated should report the situation to his/her supervisor or Human Resources. All such matters will be thoroughly investigated and rectified if a policy violation is identified.

LEARN D.C. provides equal educational opportunities to all students without regard to race, color, national origin, immigration status, age, sex, sexual orientation, gender identity or expression, personal appearance, marital status, ethnicity, religious beliefs, disability, family responsibilities, political affiliation, familial status, source of income. No individual shall be denied access to programs, activities, services, or benefits on the basis of these characteristics.

Harassment Policy

LEARN D.C. has adopted a policy with expectations students and individuals working or volunteering within LEARN D.C. will abide by. Complaints of harassment, intimidation, or bullying are handled according to the reporting and due process procedures described in this handbook. The LEARN Principal or their designee shall use reasonable measures to inform staff members and students that LEARN D.C. will not tolerate harassment, intimidation, or bullying by including the Non-Discrimination, Harassment, and Anti-Bullying Policy in the appropriate handbooks and on its website at <https://www.learncharter.org/schools/learn/dc/>.

General Statement on Harassment

It is the policy of LEARN D.C. to maintain a learning and working environment that is free from discrimination and harassment. No person, including a LEARN D.C. employee or agent, or student, shall harass, intimidate or bully a student based upon actual or perceived race, color, ethnicity, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, intellectual ability, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an intrafamily offense, place or residence or business, or any other distinguishing characteristic, or on a youth's association with a person, or group with any person, with one or more of the actual or perceived foregoing characteristics.

LEARN D.C. will not tolerate harassment, intimidating conduct, or bullying whether verbal, physical, electronic, or visual, that affects tangible benefits of education, that unreasonably



interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, causing psychological harm, threatening or causing physical harm, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

It shall be a violation of this policy for any student, teacher, administrator, or other school personnel of LEARN D.C. to harass or to inflict, threaten to inflict, or attempt to inflict violence against a student, teacher, administrator, or other school personnel through conduct or communication of a sexual nature or actual or perceived race, color, ethnicity, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, intellectual ability, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an intrafamily offense, place of residence or business, or any other distinguishing characteristic, or on a youth's association with a person, or group with any person, with one or more of the actual or perceived foregoing characteristics. For purposes of this policy, school personnel include board members, school employees, agents, volunteers, contractors, or persons subject to the supervision and control of LEARN D.C.

LEARN D.C. will act to investigate all complaints, either formal or informal, verbal or written, filed based on actual or perceived harassment, sexual harassment, discrimination, or bullying.

Definitions

A. Harassment: "Harassment" under this policy shall include any harassment based upon an individual's membership in a protected class by a student, teacher, administrator or other school personnel, or by any other person who is participating in, observing, or otherwise engaged in activities, including sporting events and other extra-curricular activities whether on or off school grounds before, during and after school hours, under the auspices of the LEARN D.C.

B. Sexual Harassment: Sexual harassment is defined differently in local and Federal law. LEARN D.C. will consider both definitions in determining whether sexual harassment occurred.

The District of Columbia School Safety Omnibus Amendment Act ("School Safety Act") defines sexual harassment as any unwelcome or uninvited sexual advances, sexual favors, sexually motivated physical conduct, stalking, or other verbal or physical conduct of a sexual nature that can be reasonably predicted to:

- a. Place the victim in reasonable fear of physical harm to his or her person;
- b. Cause a substantially detrimental effect to the victim's physical or mental health;
- c. Substantially interfere with the victim's academic performance or attendance at school;
- or
- d. Substantially interfere with the victim's ability to participate in, or benefit from, the services, activities, or privileges provided by a school.

Title IX of the Education Amendments of 1972, as amended ("Title IX") defines sexual



harassment as conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the recipient conditioning the provision of aid, benefit, or service of the recipient or an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
3. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

A January 20, 2021, Executive Order of the President of the United States extended the protections of Title IX and of Title VII of the Civil Rights Act to prevent discrimination or harassment on the basis of gender identity or sexual orientation.

Examples of conduct that may constitute sexual harassment include, but are not limited to:

- sexual advances;
- requests for sexual favors;
- touching, patting, grabbing or pinching another person's intimate parts, whether that person is of the same sex or the opposite sex;
- coercing, forcing or attempting to coerce or force the touching of anyone's intimate parts;
- graffiti of a sexual nature;
- sexual gestures;
- sexual or dirty jokes;
- engages in other verbal, physical, or electronic conduct of a sexual or sex-based nature;
- touching oneself sexually or talking about one's sexual activity in front of others;
- spreading rumors about or rating other students as to sexual activity or performance;
- unwelcome, sexually motivated, or inappropriate patting, pinching or physical contact;
- other unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt threats concerning an individual's educational status or implied or overt promises of preferential treatment.

This prohibition does not preclude legitimate, non-sexual physical conduct such as the use of necessary restraints to avoid physical harm to persons or property, or conduct such as teacher's consoling hug of a young student, or one student's demonstration of a sports move requiring contact with another student;

C. Harassment based on Race/Color: Racial harassment of a student consists of verbal or physical conduct or electronic conduct related to an individual's race or color, when:

1. the harassing conduct is sufficiently severe, persistent or pervasive that it affects a student's or employee's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening or abusive educational environment;
2. the harassing conduct has the purpose or effect of substantially or unreasonably



- interfering with an individual's academic performance; or
3. the harassing conduct otherwise adversely affects an individual's learning opportunities.

Examples of conduct that may constitute harassment because of race or color include, but is not limited to:

- graffiti containing racially offensive language;
- name-calling, jokes or rumors;
- threatening or intimidating conduct directed at another because of the other's race or color;
- notes or cartoons;
- racial slurs, negative stereotypes, and hostile acts which are based upon another's race or color;
- written or graphic material containing racial comments or stereotypes which is posted or circulated, and which is aimed at degrading individuals or members of protected classes;
- a physical act of aggression or assault upon another because of, or in a manner reasonably related to, race or color;
- other kinds of aggressive conduct such as theft or damage to property which is motivated by race or color.

D. Harassment based upon National Origin or Ethnicity: Ethnic or national origin harassment of a student consists of verbal or physical conduct relating to an individual's ethnicity or country of origin or the country of origin of the individual's Guardians, family members, or ancestors when:

1. the harassing conduct is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, or abusive educational environment;
2. the harassing conduct has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or
3. harassing conduct otherwise adversely affects an individual's learning opportunities.

Examples of conduct that may constitute harassment because of national origin or ethnicity include, but are not limited to:

- graffiti containing offensive language which is derogatory to others because of their national origin or ethnicity;
- threatening or intimidating conduct directed at another because of the other's national origin or ethnicity;
- jokes, name-calling, or rumors based upon an individual's national origin or ethnicity;
- ethnic slurs, negative stereotypes, and hostile acts which are based upon another's national origin or ethnicity;
- written or graphic material containing ethnic comments or stereotypes which is posted or circulated, and which is aimed at degrading individuals or members of protected classes
- a physical act of aggression or assault upon another because of, or in a manner reasonably related to, ethnicity or national origin;



- other kinds of aggressive conduct such as theft or damage to property which is motivated by national origin or ethnicity.

E. Harassment based on Disability: Disability harassment includes harassment based on a student's or an employee's disabling mental or physical impairment and includes any unwelcome verbal, written, or physical conduct, directed at the characteristics of a person's disabling condition when:

1. the harassing conduct is so severe, persistent, or pervasive that it affects a student's or employee's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, or abusive educational environment;
2. the harassing conduct has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or
3. harassing conduct otherwise adversely affects an individual's learning opportunities.

Examples of conduct that may constitute harassment because of disability include, but are not limited to:

- graffiti containing offensive language which is derogatory to others because of their physical or mental disability;
- threatening or intimidating conduct directed at another because of the other's physical or mental disability;
- jokes, rumors, or name-calling based upon an individual's physical or mental disability;
- slurs, negative stereotypes, and hostile acts which are based upon another's physical or mental disability;
- graphic material containing comments or stereotypes which is posted or circulated and which is aimed at degrading individuals or members of protected classes;
- a physical act of aggression or assault upon another because of, or in a manner reasonably related to, an individual's physical or mental disability;
- other kinds of aggressive conduct such as theft or damage to property which is motivated by an individual's physical or mental disability.

Publication

LEARN D.C. shall conspicuously post this policy against harassment and violence in each school that LEARN D.C. maintains, in a place accessible to students, faculty, administrators, employees, guardians and members of the public. This notice shall include the name, mailing address and telephone number of the Non-Discrimination Coordinator and the mailing address and telephone number of the United States Department of Education, D.C. enforcement office (400 Maryland Avenue, SW, Washington, D.C. 20202, 202-453-6020).

Training

The LEARN Board (or designee) will develop a method of discussing this policy with students and employees. Training on the requirements of non-discrimination and the appropriate responses to issues of harassment will be provided to all school personnel on an annual basis,



and at such other times as the LEARN Board in consultation with the Non-Discrimination Coordinator determines is necessary or appropriate.

Annual Review

This policy shall be reviewed at least annually for compliance with state and federal law.

Privacy

LEARN D.C. will respect the privacy of the complainant, the individuals against whom the complaint is filed, and the witnesses as much as possible, consistent with the LEARN D.C. legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligations.

Students with Disabilities/Impairments

All children with disabilities have the right to a free and appropriate public education as provided under District of Columbia and Federal law. It is the obligation of the school LEARN D.C. to ensure that students who may be eligible for services per section 504 of the Rehabilitation Act of 1973 or the Individuals with Disabilities Education Act are identified, evaluated, and provided with appropriate educational services. Any questions regarding the identification, evaluation, placement, support or services for scholars with disabilities or impairments may be directed to the Student Supports Coordinator or your school principal.

If you suspect your scholar may have a disability that substantially limits the child's ability to function in school, please contact the Student Supports Coordinator at 202-949-0930. A copy of the notice of procedural safeguards and parent rights under the Individuals with Disabilities Education Act (IDEA) is available to Guardians at the following link: <https://osse.dc.gov/publication/rights-Guardians-students-disabilities-idea-part-b-notice-procedural-safeguards>. Guardians can request a copy of the notice of procedural safeguards and parent rights under Section 504 of the Rehabilitation Act of 1973 from the Student Supports Coordinator.

Transgender Children

LEARN is committed to providing a safe and nurturing environment for all students and fully complies with Title IX. Under Title IX, schools cannot "exclude, separate, deny benefits to, or otherwise treat differently on the basis of sex any person in its educational programs or activities unless expressly authorized to do so under Title IX or its implementing regulations". Schools' obligations to treat a student according to the student's gender identity begins when a student or the student's parent or guardian notifies the school administration that the student is asserting a gender identity different from what the student previously represented. From that date forward, schools must treat the student according to the student's gender identity. Schools may not



require medical documentation or official documentation regarding the student's gender identity as a precondition to recognizing the student's gender identity.

Reporting Procedures for Violations of Non-Discrimination or Harassment Policy

Complaints may be brought as follows concerning any violation of the Non-Discrimination Policy or Harassment Policy, or of rights guaranteed by federal statute, including:

- Title II of the Americans with Disabilities Act;
- Title VII of the Civil Rights Act of 1964, as amended;
- Title IX of the Education Amendments of 1972, as amended;
- Section 504 of the Rehabilitation Act of 1973.

See the next section regarding reporting complaints of sexual harassment, sexual misconduct, or discrimination on the basis of sex or violation of the specific rights guaranteed by Title IX of the Education Amendments of 1972.

A. Reporting

Students or their parent(s)/guardian(s), employees of LEARN D.C., or community members who believe any student has been the victim of discrimination or harassment by a teacher, administrator or other school personnel of LEARN D.C., or by any other adult person who is participating in, observing, or otherwise engaged in activities, including sporting events and other extracurricular activities, should notify any Complaint Manager, Principal, or Assistant Principal. Students may choose to report to a person of the student's same sex.

An allegation that one student was harassed by another student shall be referred to the Principal or Assistant Principal for appropriate action.

Any teacher, administrator, or other school official who has or receives notice that a student has or may have been the victim of discrimination or harassment or retaliation is required to immediately report the alleged acts to an appropriate Complaint Manager or Principal or Assistant Principal.

Any other person with knowledge or belief that a student has or may have been the victim of discrimination or harassment or retaliation is encouraged to immediately report the alleged acts to an appropriate LEARN D.C. official designated by this procedure.

Nothing in this policy shall prevent any person from reporting harassment directly to the LEARN D.C. CEO or the Chair of LEARN D.C. Board of Trustees.

Upon receipt of a report, the D.C. Complaint Manager must notify the Non-Discrimination Coordinator. For disability-based complaints, the Complaint Manager must notify the Section 504 Coordinator or other LEARN D.C. officer who oversees disability harassment (as applicable). For sex-based complaints, the Complaint Manager shall notify the Title IX



Coordinator or other LEARN D.C. officer who oversees sexual misconduct, abuse, or harassment.

The Complaint Manager may request but may not insist upon a written complaint. Oral reports shall be considered complaints as well. If the complaint involves the Complaint Manager, the complaint shall be made or filed directly with the appropriately designated Non-Discrimination Coordinator by the reporting party or the complainant.



Drug Screen and Drug Free Policy

LEARN DC ("LEARN") is committed to a drug-free workplace therefore all applicants who have received a conditional offer of employment must pass a pre-employment drug screen. The drug screen is for the purpose of detecting the presence of illegal substances as a condition for employment. LEARN does not discriminate against applicants for employment because of past drug abuse. LEARN reserves the right to require drug testing for any active employee as a condition of employment as part of reasonable suspicion and/or "fitness for duty" reasons.



COMPLAINT & REPORTING PROCEDURE

Effective November 2020 as updated December 2021

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Any employee of LEARN who thinks any company policy has been violated should immediately bring the matter to the attention of their supervisor or Human Resources. Employees are not obligated to file their complaints with their supervisor before bringing the matter to the attention of Human Resources or to any external federal or state agency. Anonymous complaints may be filed via a '[Anonymous Complaint or Report of Concern form](#)'. All complaints and reports of possible violations of any policy will be investigated promptly, thoroughly, and impartially as explained in this Procedure.

LEARN will treat complaints as confidentially as possible, although the enforcement of this policy will be the paramount consideration. LEARN will not tolerate discriminatory or harassment conduct. If the investigation reveals a violation of this policy has occurred, immediate and appropriate corrective action will be taken, up to and including termination of the offending adult party. This policy has been adapted for compliance with the updated U.S. Department of Education's Title IX regulations effective August 14, 2020 and the Illinois Human Rights Act (IHRA) as amended effective January 1, 2020.

No adverse action will be taken against an employee because he or she reports harassment or discrimination. LEARN will not tolerate retaliation of any form against any employee because that person has made a good-faith complaint about possible harassment or has provided information or otherwise participated in an investigation under this policy.

Nothing in our policies or this reporting procedure precludes anyone from reporting a complaint directly to LEARN's President & CEO or Chair of LEARN's Board of Trustees, or to an applicable enforcement agency: Illinois Sexual Harassment & Discrimination Helpline; Illinois Department of Human Rights (IDHR); District of Columbia Office of Human Rights (DC-OCR); the federal Office of Civil Rights for the Department of Education (OCR); or the federal Equal Employment Opportunity Commission (EEOC). For City of Chicago schools, complaints may also be directed to the CPS Equal Opportunity Compliance Office (EOCO).

Matters related to management decisions and practices that may be in conflict with established policy, interpretation and or application of policy, or perceived unfair treatment should be addressed through the LEARN Formal Grievance Policy, See 2016 Employee Handbook, revised November 2020, page 34.



- **A. Must Report Suspected Child Abuse**
 - Contact Illinois Department of Children and Family Services: 24-hour hotline at **800-25-ABUSE (800-252-2873)** or [Online Reporting System](#). Call 911 first if the child is believed to be in immediate danger of harm.
 - Contact the District of Columbia Child and Family Services Agency: 24-hour hotline at **(202) 671-SAFE** or **(202) 671-7233**. Call 911 first if the child is believed to be in immediate danger of harm.
- **B. Standard Reporting Procedure - Not Related to Sexual Harassment, Gender**

Reporting a Complaint

1. Bring oral or preferably written complaint such as an Incident Report or email to your supervisor (who informs Human Resources) or to Human Resources.
2. Complainants or witnesses to provide details such as what happened, when it happened, who was there and what was said or done by the parties involved, and case number if police report was filed. Contact state child protection agency if alleged abuse of a student and provide a report number to Human Resources.
3. Supervisors and/or Human Resources act if needed to protect the victim(s) from experiencing further mental or physical harm during the pending investigation. May include placing alleged employee harasser(s) on administrative leave or barring alleged nonemployee harasser(s) from access to LEARN facilities.

Investigation

4. Human Resources leads investigation of complaints brought by and/or against employees and nonemployees. Student Services leads investigations of complaints of student-to-student conduct violations.
5. Complaints will be acknowledged upon receipt, and inquiry or investigation initiated.
6. Supervisors or Human Resources will obtain written statements from the purported victim(s), alleged perpetrator(s), and any witness(es) as close in time as possible to the alleged violation.
 - a. School Social Worker (or if unavailable, the Behavior Interventionist, or lastly the Director of Student Services) obtain a statement from any student victim(s) or student witness(es).
7. Any statements and supporting documents received will be reviewed and interviews will be conducted as needed of all adult parties to the complaint.
8. Investigation findings and any proposed resolution will be documented in an Investigation Report held in confidential HR files.



9. A complainant may withdraw their complaint at any time by written notification to Human Resources; this may not change resolution of the complaint depending on the severity of circumstances discovered during investigation.

Resolution

10. Human Resources meets with applicable parties including supervisor / school administrator of alleged employee or nonemployee perpetrator to seek closure to the complaint taking all concerns into account.
11. Resolution may include findings that the complaint is unfounded, or recommendations for restorative practices and/or corrective action up to and including terminations of employment.
12. Written complaint resolution is provided to the victim(s) and alleged perpetrator(s) and any restorative or corrective actions initiated. Oral or written communication of resolution may be made to complainant as applicable to circumstances.

Appeal

13. The victim(s) or perpetrator(s) to a complaint may appeal resolution by written notice to the President and CEO (or to LEARN's Board Chair if the complaint involves the President & CEO).
14. The President's (or Board Chair's) determination of the complaint will be final.

○ **C. Reporting Potential Sexual Harassment of a Student or Adult**

The process of reporting and responding to a complaint of sexual harassment is guided by Title IX regulations and region in which a potential violation occurs. The choice of how to report an allegation of sexual harassment is a personal one, and these options are not mutually exclusive.

	City of Chicago Schools	Lake County Schools	District of Columbia Schools
Immediately Report Incidents	Your Principal or School Student Protections Representative	Your principal or LEARN Human Resources	
Also File / Report Complaints	CPS Chief Title IX Officer Office of Student Protections & Title IX (OSP) Camie Pratt 42 W. Madison Street Chicago, IL 60602 Email: osp@cps.edu Phone: 773-535-4000 Use the CPS complaint form via cps.edu/osp . Send copy of complaint form to LEARN HR at learn-hr@learncharter.org	LEARN Title IX Officer Human Resources (except will be Student Services if student-to-student complaint) Sabrina King 3021 W. Carroll Street Chicago, IL 60612 Email: sking@learncharter.org or learn-hr@learncharter.org Phone: 312-834-7590 You are encouraged to use email or an Incident Report Student Victim Adult Victim	
Alternative Reporting Options	Call State of Illinois Sexual Harassment & Discrimination Helpline at 1-877-236-7703 or visit www.Illinois.gov/SexualHarassment		File a Charge with the D.C. Dept of Human Rights



	File a Charge with the Illinois Department of Human Rights (IDHR)	
	File a Charge with the U.S. Equal Employment Opportunity Commission (EEOC) – enforces Title VII File a Charge with the U.S. Department of Education Office of Civil Rights (OCR) – enforces Title IX	
Anonymous Report	Anonymous complaints may be filed via a ' Anonymous Complaint or Report of Concern form '.	

The investigation and response to all complaints will be coordinated by the applicable Title IX Coordinator who will carry out their duties in accordance with the Education Amendments of 1972 (Title IX), 20 U.S.C. 1681-1688 and additional federal guidance. Duties will include:

- Coordination all investigations of allegations of sexual harassment;
- Determining supportive, measures if any, that are necessary to protect student and adult rights;
- Coordinating appropriate next steps for any complaints or respondents including any student discipline or commencement of employee discipline or dismissal.
- With school Compliance Officer(s), ensure annual training to inform all parties covered by LEARN's Non-Harassment Policy of their rights and obligations and remedies related to any Title IX sexual harassment complaints.

In general, an investigation of Title IX issues will follow the practices described in section B of this Procedure, except certain unique aspects of a Title IX investigation include:

- A complaint and the party considered the defendant to a complaint may elect together to pursue informal resolution of the complaint. If both parties do not agree then the complaint will be formally investigated and resolved.
- A complaint is only investigated when actual knowledge of the complaint has occurred, making prompt reporting of any potential concerns of sexual harassment an important action by all who may have personally witnessed or been a party to a harassment situation.
- LEARN will utilize investigators who are not the Title IX Coordinator. However, as a K-12 school, LEARN will not utilize the option for a hearing in investigations.
- All investigative findings will be reviewed, and decision rendered by a separate Decision-Making Party or Parties who shall not include the Title IX Coordinator.



Whistle Blowing Policy

LEARN DC ("LEARN") is committed to operating in furtherance of its tax-exempt purposes and in compliance with all applicable laws, rules, and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of its board members, officers, employees, or volunteers. This policy outlines a procedure for employees to report actions that an employee reasonably believes violate a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to LEARN's business and does not relate to private acts of an individual not connected to the business of LEARN.

If an employee has a reasonable belief that an employee or LEARN has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee is expected to immediately report such information to Human Resources. If the employee does not feel comfortable reporting the information to Human Resources, he or she is expected to report the information to the President & CEO, Board Chair and/or Board Treasurer.

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, LEARN will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

LEARN will not retaliate against an employee in the terms and conditions of employment because that employee: (a) reports to a supervisor, Human Resources, the President & CEO, the Board of Directors or to a federal, state or local agency what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the employee's rights.

LEARN may take disciplinary action (up to and including termination) against an employee who in management's assessment has engaged in retaliatory conduct in violation of this policy.

In addition, LEARN will not, with the intent to retaliate, take any action harmful to any employee who has provided to law enforcement personnel or a court truthful information relating to the commission or possible commission by LEARN or any of its employees of a violation of any applicable law or regulation.

Supervisors will be trained on this policy and LEARN'S prohibition against retaliation in accordance with this policy.