



## NON-DISCRIMINATION POLICY

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### **SECTION 1. BEN FRANKLIN ACADEMY**

#### **MISSION**

The mission of Ben Franklin Academy is to develop young adults with character like America's founding Renaissance man, Benjamin Franklin: well-read, scientifically curious, and civically engaged.

#### **VISION**

Our students will excel academically through a challenging, sequenced curriculum that emphasizes math, science, and literacy. We will be a data driven institution, focusing on individual students. Our students, teachers, parents, staff, and leaders will be held accountable for the success of our school. Finally, we recognize that an education is incomplete without fostering the arts, sports, nature, and character.

#### **PURPOSE**

Ben Franklin Academy is committed to ensuring an environment in which diversity is a fundamental value. We believe that greater diversity will enhance the quality of the Academy and enrich understanding between students, employees and the entire community. The Academy believes that it is important to use outreach to recruit a high quality diverse student body and workforce.

### **SECTION 2. EQUAL OPPORTUNITY**

The Academy provides equal opportunity for all students and applicants for admission and for all employees and applicants for employment regardless of race, color, creed, religion, national origin, sexual orientation, veteran status, age, or sex, except where sex or age is a bona fide occupational qualification. Discrimination on the basis of disability in educational programs and activities and employment at the Academy is prohibited.

The Academy expects all of its students and employees to join together to ensure a climate of diversity where everyone values individual and group differences, respects the perspectives of others and communicates openly to attain the best education.

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#### **POLICY HISTORY:**

Original: approved by board June 7, 2011

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