



American Disabilities Act Policy

I. Board Policy

Summit Academy is committed to providing equal employment opportunities to all individuals without regard to race, national origin, religion, sex, age disability, marital status, sexual orientation, or any other characteristic protected by law.

Summit Academy will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in undue hardship. An employee with a disability for which reasonable accommodation is needed should contact the administration to discuss possible accommodations.

Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of the administration. Employees can raise legitimate concerns and make good faith 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 discharge.