

Equal Employment Opportunity

Policy Statement

It is the policy of Ascendium Education Group, Inc. (Ascendium) to provide equal employment opportunity to all individuals regardless of their race, color, religion, sex, age, national origin, creed, disability, veteran status or any other characteristic protected by state or federal law. We are strongly committed to this policy and believe in the concept and spirit of the law.

Ascendium is committed to assuring that:

- All recruiting, hiring, promotion, compensation, benefits, and other employment-related programs are provided to all persons on an equal opportunity basis without regard to race, color, religion, sex, age, national origin, creed, disability, veteran status or any other characteristic protected by state or federal law;
- All personnel actions such as demotions, transfers, leaves of absence and other forms of leave, layoffs, recalls, training, and participation in social and recreational programs are administered without regard to race, color, religion, sex, age, national origin, creed, disability, veteran status or any other characteristic protected by state or federal law;
- All employment decisions are based only on valid job requirements.

Applicants and employees shall not be subject to harassment, intimidation, threats, coercion or discrimination because they have engaged in any of the following activities: filing a complaint with any state or federal anti-discrimination agency; assisting or participating in any investigation, compliance evaluation, hearing, or other activity related to the administration of the provisions of any state or federal equal opportunity laws.

Vice President-Human Resources, Maureen Harrill, services as the Equal Opportunity Coordinator for Ascendium and has the responsibility for monitoring the organization's equal opportunity practices. Department officers and managers are responsible for assuring full compliance with this policy in their respective areas. All employees are responsible for supporting the concepts of equal opportunity.