



45965 Nokes Blvd. Suite 120  
Sterling, VA 20166  
703-772-0480  
EIN # 943464861

## Workplace Discrimination and Retaliation Policy

### A. Policy

The Newton School does not discriminate on an individual's race, color, religion, national origin, veteran status, sex, sexual orientation, gender identity, marital status, pregnancy, childbirth or related conditions including lactation, age, disability, genetic information or any other factors.

### B. Responsibility for Compliance with Policy

1. Discriminatory behavior of any kind are serious offenses. As a consequence, complaints of such conduct will be thoroughly investigated, and any employee, student, volunteer or invitee who engages in such conduct or encourages such behavior by others shall be subject to corrective action.
2. Depending on the circumstances involved, such disciplinary action may include: suspension or expulsion from school; disciplinary action up to and including termination; ban from property, busses, communication systems and school sponsored events; referral for criminal prosecution; and other actions deemed appropriate to address the specific circumstances. Reprisals against students or employees who file complaints of such conduct shall be prohibited. All inquiries will be treated as confidentially as possible.
3. The Newton School faculty and students have a duty to report and investigate allegations of discrimination and take immediate and appropriate corrective action. Reports of discrimination should be reported to the School Director.

4. The Newton School faculty and students who allow discriminatory behavior to continue or fail to take appropriate corrective action shall be considered a party to the act of behavior, even though they may not behave in such a manner. Such personnel shall also be subject to corrective action. Depending on the circumstances, such corrective action measures may include demotion from a supervisory position and/or dismissal from The Newton School.
5. All employees of The Newton School have an affirmative duty to maintain a school environment free of discrimination.