

It is the policy of St. Bernard's Catholic School ("St. Bernard's Catholic School" or the "School") to prohibit unlawful discrimination against, and St. Bernard's Catholic School does not discriminate against, any member of the School community, including, without limitation, employees and students, whether current or prospective, on the basis of the individual's race, color, national and ethnic origin, religion (subject to certain exceptions for employees and students, stated below), sex, gender identity, sexual orientation, marital status, age, disability, citizenship, ancestry, military or veteran status, genetic information, or any other consideration or class protected by applicable law (collectively, the "Classes," and individually, a "Class"), in any matter whatsoever under the direction, control, sponsorship, or administration of the School (the "Nondiscrimination Policy").

As part of the School's commitment to prohibiting unlawful discrimination, the School also provides students, employees and applicants with reasonable accommodations in accordance with applicable law when such accommodations would not impose an undue hardship on the School.

The School also prohibits unlawful harassment based on any of the protected statuses listed above. Harassment is generally defined as verbal, physical, or visual conduct that creates an intimidating, offensive, or hostile work or school environment, or that interferes with an employee or student's work performance, and that is based on a protected status.

Likewise, the School prohibits retaliation against a person because such person has reported or assisted in reporting suspected violations of this policy; cooperated in investigations or proceedings arising from a violation of this policy; or engaged in other activities protected by this policy.

The School prohibits conduct severe enough to be unlawful. Yet even more, the School's conduct standards also prohibit conduct and comments which are not severe enough to violate state or local or federal law—but which are still inappropriate. For example, the School prohibits abusive conduct and bullying whether or not it is based on a protected category.

With respect to current and prospective students, St. Bernard's Catholic School's Nondiscrimination Policy applies to, and St. Bernard's Catholic School does not discriminate in, for example, the administration of its educational policies, scholarship and loan programs, and athletic and other School-administered programs and opportunities for students. Further, St. Bernard's Catholic School admits students of any Class or Classes to all the rights, privileges, programs, opportunities, and activities generally accorded or made available to students at the School.

Subject to the remainder of this paragraph, with respect to current and prospective employees and students, St. Bernard's Catholic School's Nondiscrimination Policy applies, for example, in all matters of hiring, employment, retention, and admissions. As a religious educational institution connected with the Catholic Church and the Roman Catholic Diocese of Stockton (Diocese of Stockton), St. Bernard's Catholic School retains the right to make certain employment, retention, and admissions decisions on the basis of an individual's religious beliefs and conduct consistent with the Roman Catholic Diocese of Stockton, as well as applicable law. For example, the Director positions and the positions of Principal are required to be staffed by practicing Catholics.

It is the responsibility of every employee, including supervisors, to conscientiously follow this policy.