



## NON-DISCRIMINATION POLICY

### Purpose

Bonneville Academy is committed to providing an environment that is free from discrimination in all of its educational programs, activities, and employment practices. This policy is intended to ensure compliance with all applicable federal and state laws, including USBE Rule R277-112, that prohibit discrimination based on legally protected characteristics.

### Policy Statement

Bonneville Academy prohibits discrimination, harassment, and retaliation against any individual on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other classification protected under federal or Utah law. This policy applies to all students, employees, volunteers, contractors, and visitors involved in school-sponsored programs, services, or activities.

### Application and Scope

This policy applies to all aspects of the school environment, including admissions, academic programs, extracurricular activities, employment, discipline, and all interactions within the Bonneville Academy community.

### Reporting and Grievance Procedure

Any individual who believes they have experienced or witnessed discrimination may report the incident to the School Director or designated compliance officer. Complaints may be submitted in writing or verbally and will be handled promptly, fairly, and confidentially to the extent possible. The designated compliance officer for discrimination and harassment complaints is:

Compliance Officer: Juliette Herrera  
Email: [Juliette.herrera@bonnevilleacademy.org](mailto:Juliette.herrera@bonnevilleacademy.org)  
Phone: 435-315-2080

### Training and Public Notice

Bonneville Academy provides regular training to staff and administrators on non-discrimination laws and school policy. This policy shall be published on the school's website and included in relevant handbooks to ensure broad awareness among students, families, and staff.





## Legal References

- USBE Rule R277-112 – Preventing and Responding to Discrimination
- Title VI of the Civil Rights Act of 1964
- Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- Title II of the Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Equal Pay Act of 1963
- Individuals with Disabilities Education Act (IDEA)

Approved by the Board of Directors on: \_\_\_\_\_

Signature: \_\_\_\_\_

Chair, Bonneville Academy Board of Directors

