



POLICY NAME:	ANTI-DISCRIMINATION POLICY	POLICY NO.	1.6
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DOCUMENT HISTORY:	EFFECTIVE DATE:	DATE OF LAST REVISION:
	6/1/2022	NA
	DOCUMENT OWNER/ENFORCER:	LAST REVISED BY:
	Yasmina Vinci, Executive Director	NA
	APPROVED BY:	DATE OF APPROVAL:
Robin Essandoh, Chief Financial Officer	6/1/2022	

PURPOSE:
This section outlines the purpose of the policy.

The purpose of this policy is to ensure all learners are given equal opportunity to be successful and to abide by all federal and local laws requiring such adherence.

SCOPE:
This section outlines the scope of the policy, including the areas, departments, or sectors to which it applies

This policy applies to all NHSA staff and Academy contractors working directly with learners.

ANTI-DISCRIMINATION POLICY:

Individuals involved in continuing education/training will not be subject to discrimination. It is the policy of NHSA to provide equal opportunity to all learners and not to discriminate on any basis prohibited by law, including race, color, sex, age, religion, national origin, disability, marital status, veteran status, or any other category protected by federal, state or local laws. It is our intent and desire that equal opportunities will be provided in all aspects of professional learning. The Executive Director and the entire management team are committed to this policy and its enforcement.

TERMS AND DEFINITIONS:

TERM	DEFINITION



NONCOMPLIANCE:

Any employee or contractor instructor who violates this policy or knowingly retaliates against a learner reporting or complaining of a violation of this policy shall be subject to disciplinary action, up to and including discharge. Complaints brought under this policy will be promptly investigated and handled, to the extent practicable, with due regard for the privacy and respect of all involved, subject to NHSA's duty to investigate all complaints.

RELATED POLICIES AND OTHER REFERENCES:
This section provides links to related policies and other references.

- Anti-Discrimination Policy Acknowledgement Form
- Anti-Discrimination Policy Acknowledgement Form (Responses)
- SOP 1.6 Anti-Discrimination Policy Acknowledgement

REVISION HISTORY:
This section records changes made to the document, including the date, summary of changes, and names of approvers

VERSION	APPROVER Name/Position	REVISION DATE	SUMMARY OF CHANGES