



## **NOTICE OF NON-DISCRIMINATION POLICY AS TO STUDENTS**

Signal Mountain Christian School admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs.

## **NON-DISCRIMINATION/NON-HARASSMENT POLICY IN EMPLOYMENT**

It is the policy and practice of Signal Mountain Christian School, Inc. ("SMCS") not to discriminate on the basis of an applicant's or employee's race, age, color, sex, national origin or disability (which does not interfere with their ability to perform essential job functions) in the hiring, promotion, retention, termination or any other condition of employment. Further, this school does not tolerate unlawful harassment of a staff member or students. Any concerns or violations of this policy should be reported through the staff Complaint Procedure.