

## ***NON-DISCRIMINATION/EQUAL OPPORTUNITY POLICY***

The Hockessin Montessori School is committed to equal Admission opportunity. HMS does not discriminate against any student or applicant for admission on any legally-recognized bases (“protected class”) including, but not limited to: race; color; religion; genetic information; national origin; medical conditions; disability; citizenship status; or any other protected class under federal, state, or local law to all rights, privileges, programs and activities generally accorded or made available to students at the school.

Likewise, The Hockessin Montessori School is committed to equal Employment opportunity. We will not discriminate against staff members or applicants for employment on any legally-recognized bases (“protected class”) including, but not limited to: race; color; religion; genetic information; national origin; sex; pregnancy, childbirth, or related medical conditions; age; disability; citizenship status; uniform service member status; or any other protected class under federal, state, or local law.

In Delaware, the following are a protected class: race; marital status; genetic information; color; age (over 40); religion; sex (including pregnancy); national origin; sexual orientation; gender identity; status as a registered qualifying medical marijuana patient or designated caregiver; volunteer emergency responder; handicap; domestic, sexual violence or stalking victim status; reproductive health decision; and family responsibilities (the obligations of an employee to care for a family member who would qualify as a covered family member under the federal Family and Medical Leave Act – should HMS have reached the required number of employees to comply).