



## Fairness and No Discrimination Policy

Our organization is committed to providing a fair and inclusive work and service environment for all employees, customers, and stakeholders. We do not discriminate on the basis of race, color, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, marital status, or any other characteristic protected by law.

The following principles guide our commitment to fairness and no discrimination:

1. **Equal Opportunity:** We provide equal opportunities for employment, promotion, training, and development for all employees, regardless of their race, color, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, marital status, or any other characteristic protected by law.
2. **Fair Treatment:** We treat all employees, customers, and stakeholders with respect, dignity, and fairness, and we do not tolerate any form of harassment, bullying, or discrimination.
3. **Non-Retaliation:** We do not tolerate any form of retaliation against employees who report discrimination, harassment, or other unfair treatment, or who participate in investigations or proceedings related to such complaints.
4. **Accessibility:** We are committed to providing an accessible work and service environment for people with disabilities, and we will make reasonable accommodations to enable them to perform their jobs or access our services.
5. **Diversity and Inclusion:** We value diversity and inclusion and strive to create a workplace and service environment that respects and values the differences among employees, customers, and stakeholders.
6. **Compliance:** We comply with all applicable laws, regulations, and policies related to fairness and no discrimination, including but not limited to Title VII of the Civil Rights Act, the Americans with Disabilities Act, and the Age Discrimination in Employment Act.
7. **Rennie Harris University's hip hop and street dance certification program promotes equity by implementing inclusive policies that ensure equal access and opportunities for all aspiring dancers, regardless of their background or circumstances**



We expect all employees, customers, and stakeholders to comply with this fairness and no discrimination policy, and we will take appropriate corrective action in response to any violations. Our organization is committed to continuously improving its policies and practices to promote fairness and no discrimination for all.