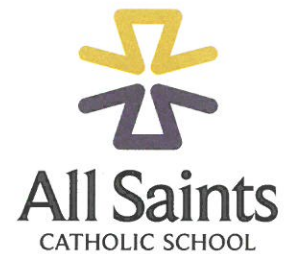


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## Civil Rights Policy Statement

As Principal, I have made it my priority to ensure that All Saints Catholic School has a comprehensive civil rights program, one which not only makes us a model employer, but also a premier service provider to our staff, students and All Saints family community. New anti-harassment and anti-bullying policy statements address sexual and non-sexual harassment, both of which require timely responses to claims of harassment in the workplace. These accomplishments among others demonstrate our commitment to progress. But, we will not stop here; all - All Saints employees must constantly endeavor to improve civil rights.

Our policy at All Saints is zero tolerance for any form of discrimination, and we must ensure that this standard is maintained at all times. I expect all employees to demonstrate respect for, and adherence to, civil rights, equal employment opportunity and diversity policies. All Saints is dedicated to increasing recognition and acceptance of cultural differences and to creating a workplace where all employees, students and family community are treated with dignity and respect. All teachers and staff must model appropriate behavior and lead by example.

I will continue to hold all teachers and employees accountable for ensuring that all - All Saints students and family community are treated fairly, with integrity and provided equal access to all opportunities programs, and services available here at All Saints.

All Saints will strive to eliminate under-representation in the workforce by recruiting and employing a diverse workforce that is rich in talent, ideas, background, and experience. Let us continue to improve civil rights in a transparent and ethical manner, and, by doing so, we will turn the challenges of the past into opportunities for the future.

A handwritten signature in blue ink, appearing to read "Teri Fischer", with a long, sweeping underline.

Teri Fischer  
Principal

An Equal Opportunity Employer