



### Equal Opportunity, Accessibility and Nondiscrimination Policies

Escuela Viva is fully compliant with all applicable federal and Oregon state nondiscrimination laws, including Title VI and Title VII of the Civil Rights Act, Title IX, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act, the Equal Educational Opportunities Act, and ORS 659.850. We do not discriminate on the basis of race, color, sex, national origin, disability, age, sexual orientation, gender identity, marital status, religion, or other protected status in any educational programs, activities, or employment.

### Equal Employment Opportunity

Escuela Viva is committed to a policy of equal employment opportunity to all qualified individuals and to administer all aspects and conditions of employment equally and fairly without regard to race, color, creed, religion, sex, age, national origin, hairstyles historically associated with race or protected hairstyles, gender, gender identity, sexual orientation, pregnancy and other related medical conditions, citizenship, military or veteran status, marital status, child or spousal support withholding, sensory disabilities, physical disabilities, mental disabilities, genetic information (including family medical history), citizenship and/or immigration status and all other bases protected by applicable federal, state, and local laws. Opportunity is provided to all staff persons based on qualifications and job requirements.

Escuela Viva takes allegations of discrimination, intimidation, harassment and retaliation very seriously and will promptly investigate when warranted.

Equal employment opportunity includes but is not limited to, employment, training, promotion, demotion, transfer, leaves of absence and termination.

### Americans with Disability Act

Escuela Viva welcomes applications from people with disabilities and does not discriminate in any way. We comply with the Americans with Disabilities Act (ADA) of 1990. Escuela Viva considers all applicants with disabilities for employment using the same criteria that are used for the employment of persons without disabilities. Title I of the Americans with Disabilities Act (ADA) prohibits discrimination against qualified persons with disabilities by private employers,

state and local governments, employment agencies, and labor unions. The ADA also requires that employers provide reasonable accommodations to team members and applicants with disabilities. Title I of the ADA is enforced by the U.S. Equal Employment Opportunity Commission (EEOC).

If a team member has a disability and wishes reasonable accommodation, they should let the Director know as soon as possible. The Company then can discuss with the team member the possibility of providing reasonable accommodations to enable the team member to perform the essential functions of the job without undue hardship to Escuela Viva. If a team member becomes unable to perform the essential functions of their job, even with reasonable accommodation, they should ask for assistance in identifying and applying for other jobs within the Company that may become available and for which they may be qualified.

### Immigration Employment Verification

The Immigration Reform and Control Act of 1986 requires that the Company ensure that staff members are authorized for employment in the United States. Therefore, only individuals lawfully authorized for employment in the US will be employed. In connection with the Immigration Reform and Control Act of 1986, the Company must collect certain information on INS Form I-9 and review certain documentation concerning the employment authorization of individuals hired. This information and documentation will be used only for compliance with the Immigration Reform and Control Act and not for any unlawful purpose. If a team member's employment authorization changes or terminates after the start date of employment, it is the team member's responsibility to inform the company as soon as possible.

### Religious Accommodation

Escuela Viva respects the religious beliefs and practices of all team members and will make, on request, an accommodation for such observances when a reasonable accommodation is available that does not create an undue hardship on the company's business.

### Pregnant Workers Fairness Act and Workplace Accommodations

As required by the Pregnant Workers Fairness Act (PWFA), Escuela Viva will provide reasonable accommodations to team members and applicants with limitations related to pregnancy, childbirth or related medical conditions, such as lactation, unless the accommodation would cause undue hardship to Escuela Viva's operations.