

## The Peak Ballet Theatre Non-Discrimination Policy

### Approvals:

<b>OWNER: PBT Board of Directors</b>	<b>DATE</b>	<b>ORIGINATOR: Karen Capen</b>	<b>DATE</b>
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## Revision History

<b>Rev</b>	<b>Date</b>	<b>Description of Change</b>	<b>Originator</b>
A	7/1/06	Initial Issue	Karen Capen

**SUBJECT: The Peak Ballet Theatre Non-Discrimination Policy**

**OVERVIEW**

The Peak Ballet Theater will administer its policies and conduct its business practices for each student only on the basis of merit, skill, experience, and other performance related criteria. It is The Peak Ballet Theatre's policy to admit, recruit, promote, assign, reward, train and award scholarships to qualified persons without regard to citizenship, race, color, religion, gender, national origin, ancestry, marital status, age, sexual orientation, medical condition, physical or mental disability, veteran status, or any other legally-protected status.

Our equal employment opportunity policy is based upon our philosophy that people must be treated equally as individuals. Experience continues to confirm our belief that it is a good business practice to employ policies and practices that demonstrate our strong commitment to non-discriminatory practices.

**DIRECTORS AND FACULTY RESPONSIBILITIES**

Board of Directors, Director and Faculty play a key role in maintaining the Peak's policy of non-discrimination:

- Recruit and admit students for every level of instruction or performance without regard to an individual's race, religion, color, national origin, ancestry, marital status, age, gender, physical or mental disability, citizenship, veteran status, sexual orientation, or any other legally-protected status. Promotion to higher level classes and casting decisions also must be made in keeping with these same principles and be based only on qualifications and ability of the individual related to the requirements of the class or role.
- Apply policies, practices and actions equally to every student.