



Nondiscrimination and Equal Educational Opportunity Policy

Mission

At Sawyer STREAM Academy, our mission is to nurture intellect, integrity, and innovation through a project-based curriculum that connects academic learning to real-world purpose.

Vision

Empowering students to become creative thinkers, problem solvers, and compassionate leaders.

Policy Owner

Executive Director

Approval Authority

Sawyer STREAM Academy

Effective Date

1 August 2026

Review Cycle

Annual or as needed

Current Version

1.0

Applies To

Applicants, students, families, employees, contractors, volunteers, and partner organizations



1. Purpose

Sawyer STREAM Academy is committed to providing a learning and working environment in which every person is treated with dignity, fairness, and respect. This policy establishes the Academy's commitment to nondiscrimination and equal educational opportunity in admissions, instruction, assessment, student support, school activities, employment-related practices, and access to digital systems and resources.

The policy supports the Academy's mission, vision, Family Values, and Culture of Care by ensuring that individual differences are respected and that barriers to meaningful participation are identified and addressed through fair, documented, and educationally appropriate processes.

2. Policy Statement

Sawyer STREAM Academy does not exclude, deny benefits to, or otherwise discriminate against an applicant, student, family member, employee, contractor, volunteer, or other participant on the basis of race, color, nationality, national origin, ethnicity, culture, language, religion or creed, sex, disability, age, family status, socioeconomic circumstance, or any other status protected by applicable law.

All admissions, placement, instructional, disciplinary, support, and participation decisions are made according to legitimate educational and operational considerations. The Academy applies its policies consistently and reviews individual circumstances when additional support, accommodation, or clarification is needed.

3. Scope

This policy applies to all programs and services offered or administered by Sawyer STREAM Academy, including full-time and part-time enrollment, independent virtual study, partner-school arrangements, academic advising, assessment, orientation, clubs and student activities, parent and family communication, digital platforms, and any future in-person, hybrid, exchange, or enrichment activities.

The policy also applies to conduct occurring through Academy-controlled communication systems, learning platforms, video conferences, email, messaging tools, and other school-related digital spaces.

4. Equal Educational Opportunity

4.1 Admissions and Enrollment

Applicants are considered according to published admissions criteria, academic records, readiness for distance learning, program availability, and the Academy's reasonable ability to support successful participation. The Academy does not use protected personal characteristics as a basis for denying admission or limiting access to educational opportunities.

When records or prior educational experiences differ because of national systems, language, relocation, conflict, or other circumstances, the Academy reviews available evidence fairly and may request additional information to support appropriate placement.



4.2 Curriculum and Instruction

Students receive access to standards-aligned instruction, appropriate learning resources, meaningful assessment, and teacher support. Curriculum and instructional materials are selected and reviewed for academic quality, age appropriateness, and respect for varied cultural and social perspectives. The Academy does not require students to abandon personal cultural or religious identity in order to participate in its educational program.

4.3 Assessment, Grading, and Recognition

Assessment and grading decisions are based on demonstrated learning, completion of course requirements, academic integrity, and published criteria. Student recognition, advancement, and access to enrichment opportunities are administered fairly and without unlawful discrimination.

4.4 Student Services and Activities

Counseling, academic support, orientation, leadership opportunities, student activities, and community service opportunities are made available on an equitable basis. Where time zones, technology access, language background, or other circumstances create barriers, the Academy considers reasonable alternatives that preserve the educational purpose of the activity.

5. Students with Disabilities and Individual Needs

Sawyer STREAM Academy considers requests for reasonable accommodations and support in accordance with applicable requirements and the nature of its distance-learning program. Families should provide relevant documentation or information that will help the Academy understand the student's needs and determine appropriate support.

The Academy may collaborate with families, qualified professionals, partner schools, or community providers when specialized services are needed. When the Academy cannot directly provide a particular service, it will communicate honestly with the family and may recommend referral to an appropriate external provider.

6. Language, Culture, and International Enrollment

The Academy serves a geographically and culturally diverse community. Differences in language, prior curriculum, national education systems, and cultural practices are treated as educational considerations rather than deficiencies. Staff members are expected to communicate respectfully, avoid stereotypes, and distinguish between language development needs and academic ability.

Where practicable, the Academy provides clear explanations of policies, procedures, and academic expectations so that families can make informed decisions and participate meaningfully in the student's education.

7. Religious and Cultural Respect

Sawyer STREAM Academy is family-values oriented and respects freedom of faith and thought. The Academy is not operated as a faith-based school and does not require adherence to a particular religion or creed. Students and families are expected to demonstrate respect toward the beliefs,



traditions, and cultural identities of others while participating in school programs and communications.

8. Responsibilities

8.1 Executive Director

The Executive Director is responsible for overseeing implementation of this policy, ensuring that complaints are addressed, assigning appropriate personnel to review concerns, and considering policy revisions when evidence indicates that improvement is needed.

8.2 Employees, Contractors, and Volunteers

All personnel are responsible for applying school policies consistently, maintaining respectful communication, protecting confidentiality, reporting concerns, and avoiding conduct that could create exclusion, harassment, retaliation, or unequal treatment.

8.3 Students and Families

Students and families are expected to uphold respectful communication, follow Academy conduct expectations, provide accurate information when requesting support, and report concerns promptly so that the Academy has an opportunity to respond.

9. Reporting a Concern or Complaint

Any student, parent, guardian, employee, or stakeholder who believes that discrimination, unequal treatment, or retaliation has occurred should report the concern to the Executive Director or another designated school leader. Reports may be made in writing or verbally and should include, when available, the people involved, dates, relevant communications, and the outcome being requested.

The Academy will acknowledge the report, review available information, speak with relevant individuals as appropriate, and document its response. The person raising the concern will be informed of the resolution to the extent permitted by confidentiality and privacy requirements.

10. Protection from Retaliation

Sawyer STREAM Academy prohibits retaliation against any person who, in good faith, raises a concern, requests an accommodation, provides information during a review, or supports another person in using this policy. Knowingly false or malicious reports may be addressed through applicable conduct procedures, but an unsubstantiated concern is not automatically considered a false report.

11. Confidentiality and Records

Information related to complaints, accommodations, and individual support needs is shared only with persons who have a legitimate educational or administrative reason to know. Records are maintained in accordance with the Academy's student data privacy, personnel, and records-management procedures.



12. Communication, Training, and Review

This policy is made available to students, families, employees, and relevant partners through the Academy's website, orientation materials, handbooks, or other official communication channels. Personnel receive guidance on respectful communication, equal opportunity, student support, and reporting responsibilities.

The Academy reviews this policy at least annually or when changes in law, student needs, school operations, or stakeholder feedback indicate that revision is appropriate. Evidence considered during review may include complaints, survey results, admissions and support data, training records, and stakeholder feedback.

13. Policy Acknowledgment

Participation in Sawyer STREAM Academy programs reflects an expectation that students, families, personnel, and partners will support the principles of dignity, fairness, respectful communication, and equal educational opportunity described in this policy.

Approved by: Dr. Robert E. Sawyer

Date: 1 August 2026

Signature:

Review Date: 30 June 2027

Version: 1.0

Status: Official Policy