

## **KAMALANI ACADEMY**

### **PERSONNEL POLICIES**

#### **Equal Opportunity**

Kamalani does not discriminate based on race, sex (including gender identity or expression), sexual orientation, age, religion, color, ancestry, disability, marital status, arrest and court record, or domestic or sexual victim status. Kamalani will provide reasonable accommodation to an employee or job applicant with a disability.

#### **Non-Discrimination**

No employee or agent of the School shall engage in any form of discrimination that is prohibited by any applicable federal, State or county law including, but not limited to, Sec. 378-2, HRS.

#### **Sexual Harassment**

In accordance with applicable law, Kamalani does not tolerate sexual harassment, which is defined as "unwanted sexual advances or other unwanted offensive visual, verbal, or physical conduct of a sexual nature."

#### **Collective Bargaining**

School employees may be subject to collective bargaining rules under Ch. 89, HRS, and, if applicable, shall comply with any master agreements, as negotiated by the State. The School may elect to enter into a supplemental collective bargaining agreement that may contain cost and non-cost items.

#### **Teacher Credentials**

Teachers at Kamalani shall comply with applicable State licensing requirements consistent with the Elementary and Secondary Education Act and applicable collective bargaining agreement(s). Teachers shall be licensed by the Hawaii Teachers Standards Board.

#### **Evaluations**

Kamalani shall implement principal and teacher evaluation systems that are in compliance with Board of Education Policy 2055.

#### **Criminal Background Checks**

Employees are subject to criminal background checks, in accordance with Sec. 846-2.7, HRS, to determine suitability for working in close proximity to children. Information obtained pursuant

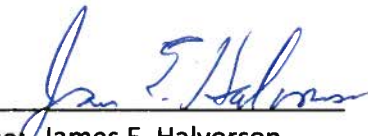
to this provision shall be used by the School exclusively for the purpose of determining whether a person is suitable for working in close proximity to children. All such decisions shall be subject to applicable federal laws and regulations. The School may terminate the employment of any employee or deny employment to an applicant if the person has been convicted of a crime, and if the School finds by reason of the nature and circumstances of the crime that the person poses a risk to the health, safety or well being of children.

**INTERNET USE**

Employees will use the Kamalani internet system for business purposes only. Use of the system for illicit or illegal purposes, including sexual stalking or harassment will be cause for disciplinary action and possible referral to law enforcement.

Approved as to form:

State of Hawaii, Department of the Attorney General  
Counsel for Kamalani Academy

By:   
Name: James E. Halvorson  
Title: Deputy Attorney General