



Non-Discrimination Policy

Saint Justin Academy admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, or national and ethnic origin in administration of its educational policies, admissions policies, scholarship programs, and other programs.

We are first and foremost an organization of people and Orthodox Christian principles, not rules and regulations. We strive to recognize the individuality of each student and employee, to maintain fair compensation practices, and to provide good working conditions. We are an Equal Opportunity Employer, and we do not discriminate on the basis of race, color, ancestry, national origin, creed, sex, age, disability, or status as a disabled veteran, either in the hiring, promotion, or treatment of our employees. We obey all applicable federal, state, and local employment laws. We are firmly committed to complying with all federal and state regulations, as well as implementing ethical business and education practices in our operations.

Our Orthodox Christian identity is our foundation, and, just like our mission, must be embraced by all employees and be clearly visible in the actions of our employees as well as being a part of our daily operations. While serving children of all faiths, our program is rooted in the Orthodox Christian tradition and is an outgrowth of the ministry of Saint Philip Orthodox Church and subject to the authority of the Antiochian Orthodox Christian Archdiocese.

All of our employees must support the teachings of the Orthodox faith both in their role with us as well as in their public life. For certain roles, we may require applicants and employees to be active Orthodox Christians in order to deliver our mission of an Orthodox education.

Every employee, volunteer, and student of Saint Justin Academy is entitled to be treated with respect and dignity by every other employee, volunteer, and student. Harassment for any reason will not be tolerated. Anyone who believes that he or she is being harassed (sexually or otherwise) should bring the matter to the attention of the Executive Director. If the Executive Director is a source of any harassment, please contact the Saint Philip Orthodox Church parish priest, Fr. Noah Bushelli.