

RITTMAN ACADEMY
100 Saurer Street
Rittman, OH 44270
330.927.7162



ADMINISTRATION

Kent Smith, Director
330.927.7121

Jacqueline Flaker, Ass't. Director
330-927-7121

Mark Dickerhoof, Treasurer
330.927.7415

BOARD MEMBERS

John Yannayon, Bd. President
Butch Ullman
Mike Wilkinson
Marty Scaggs
Steve McCumber

ASSOCIATES

Calvin Baird, Lead Teacher
Diane Shaum, Admin. Assistant
Paula Peroli, Intervention
Specialist
Dave Warrick, Math Teacher
Joe DeAngelis, Science Teacher
Jacqueline Flaker, Language Arts
Teacher
Mike Moehring, Social Studies
Teacher
Tim Zuercher, Counselor

WEBSITE

www.RittmanAcademy.org

Rittman Academy Title IX Coordinator

Jacqueline Flaker
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100 Saurer St.
Rittman, OH 44270
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Policy No. **5050**

Equal Opportunity

It is the policy of the School to provide equal employment opportunities, and to administer its personnel practices and maintain an environment free of discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability, genetic information, marital status, veteran status or any other unlawful criterion or circumstance. The School prohibits and will not tolerate any such discrimination or harassment.

Policy No. **5060**

Non-Discrimination Policy

It is the policy of the School not to discriminate on the basis of race, color, national origin, religion, sex, age, disability, genetic information, marital status, veteran status or any other unlawful criterion or circumstance in any of its employment practices. Such practices include but are not limited to, recruiting, hiring, placement, retention, promotion or compensation, layoff or termination, professional development, and performance appraisals.

For qualified individuals with known disabilities, the School shall make reasonable accommodations for such individuals unless doing so would result in an undue hardship.

To further this policy, the Governing Authority strongly urges all staff members with a question or concern regarding workplace discrimination to discuss the matter to the Head Administrator or his/her designee. The Governing Authority prohibits any retaliatory behavior directed against those that raise concerns or make a report. Anyone who is determined to have discriminated against others or to have retaliated because another reported discrimination will be disciplined and may be terminated.

The Governing Authority also encourages all staff members to develop their own personal commitment to the concepts of equal opportunity described above.