

Non-Discrimination Policy (1.6)

Good Days Adolescent Special Needs Center, LLC – Fort Myers, FL

Purpose

The purpose of this Non-Discrimination Policy is to affirm Good Days Adolescent Special Needs Center's commitment to providing an inclusive and equitable environment for all students, staff, and families. This policy ensures that all individuals are treated with dignity and respect, free from unlawful discrimination or harassment in accordance with federal, state, and local laws.

Section 1: Policy Statement

Good Days Adolescent Special Needs Center strictly prohibits discrimination in any of its programs, activities, employment practices, or admissions based on race, color, national origin, ethnicity, religion, sex, gender identity, sexual orientation, age, disability, genetic information, marital status, or any other characteristic protected by law.

Section 2: Equal Opportunity Commitment

All individuals associated with Good Days Center—students, staff, and volunteers—are entitled to equal access to programs, services, and opportunities. Decisions regarding employment, admissions, and participation are based solely on individual qualifications, program compatibility, and the ability to meet safety and performance standards.

Section 3: Compliance with Applicable Laws

This policy complies with the following federal and state laws, among others:

- Title VI of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- Americans with Disabilities Act (ADA) of 1990
- Florida Civil Rights Act of 1992

Section 4: Reporting and Resolution Procedures

Individuals who believe they have been subjected to discrimination, harassment, or retaliation should promptly report the concern to the Director. Reports will be reviewed objectively, confidentially, and without fear of reprisal. If the concern involves the Director, the report should be submitted directly to the President/Owner.

All complaints will be investigated promptly, and corrective action will be taken where appropriate. Good Days Center maintains a zero-tolerance policy toward any form of retaliation against individuals who make good-faith reports of discrimination or participate in an investigation.

Section 5: Responsibilities

All staff, volunteers, and administrators share the responsibility of upholding this policy by promoting an environment of mutual respect and inclusion. The Director is responsible

for ensuring that all personnel and families are informed of this policy and that training is provided as necessary.

Section 6: Policy Acknowledgment

All staff, volunteers, and families are required to acknowledge receipt and understanding of this policy by signing the Policy Acknowledgment Form (E1).

Approved: December 2025

Next Review: December 2026