



## EEO POLICY STATEMENT

Apollo Education Group, Inc. and its subsidiary companies ("Apollo Education Group") are firmly committed to the concept and practice of equal employment opportunity and to providing a workplace and learning environment that is free from unlawful discrimination. As such, it is Apollo Education Group's policy not to discriminate against any employee (Faculty or Staff) or applicant for employment on the basis of age, citizenship, color, creed, disability, ethnicity, familial or marital status, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sexual orientation, veteran status, or any other status or characteristic protected by applicable federal, state, or local law. This policy applies to all terms, conditions, and privileges of employment including, but not limited to, recruiting, hiring, placement, training, educational assistance, transfer, promotion, leaves of absence, evaluation of performance, rate of pay or other forms of compensation and benefits, social and recreational programs, employee facilities, disciplinary action, and termination. An individual's employment, and future changes in work assignments, shall be based entirely on the individual's ability, education, training, relevant experience, performance, and other valid job requirements.

Apollo Education Group's commitment to equal employment opportunity includes making reasonable accommodation to the known physical or mental impairments of otherwise qualified individuals with disabilities unless such accommodation imposes an undue hardship on the conduct of Apollo Education Group's business.

In addition, harassment of any person based on any status or characteristic protected by applicable federal, state, or local law is a form of unlawful discrimination and is prohibited by this policy.

Apollo Education Group is equally committed to and greatly values the diversity of its Students, Staff, and Faculty and strives to maintain a united environment embodying principles of mutual respect and acceptance for everyone. Our goal is to create a climate of innovation, opportunity, and success which benefits from the cultural, professional, and personal diversity of the workforce and student body.

Apollo Education Group is committed to their success and to employing and advancing in employment qualified females, minorities, individuals with disabilities, and protected veterans at all levels of employment.

Responsibility for the implementation of this policy is assigned to University of Phoenix's Senior Vice President and Chief Human Resources Officer, Cheryl Naumann. Further responsibility for administering and carrying out all phases of this policy is, in turn, assigned to University of Phoenix's VP of HR & HR Shared Services, Julie Fink, who has the authority, the resources, and the support of and access to top management to ensure its effective implementation.

Any employee (Faculty or Staff) who believes that he or she has been treated in a way that violates this policy should contact either his or her manager *or* that manager's manager. In addition, any employee or applicant for employment with a concern relating to this policy may contact the Human Resources Department or utilize Apollo Education Group's Ethics Helpline which is available seven days a week on a 24-hour basis at 1-888-310-9569 or online at [www.apollohelpline.com](http://www.apollohelpline.com).