

# EEO and DE&I Statement

## Peoples Education Inc. DBA Mastery Education

25 Philips Parkway, Suite 105 | Montvale, NJ 07645  
800-822-1080 | MasteryEducation.com | Fax: 201-712-0045

Peoples Education Inc. DBA Mastery Education supports SWBE/HUB members and participants. We strive for diversity and inclusion. Our company consists of 30 individuals. We also have a team of independent outside contractors we work with throughout the US. **90% of our individual contractors qualify to be either a WBE or MBE enterprise.**

**We are proud corporate sponsors of WBEA | Houston Business Women | WBENC.**

This policy provides equal employment opportunities (EEO) to all Peoples Education Inc. DBA Mastery Education employees and applicants for employment without regard to race, color, sex, national origin, age, handicap, marital status, status as a veteran or disabled veteran or other unlawful discriminatory characteristics in accordance with applicable federal, state, and local laws. This policy applies to all terms and conditions of employment, including, but not limited to hiring, placement, promotion, termination, transfer, leaves of absence, compensation, and training.

As an equal opportunity employer, we are committed to continuing to create a diverse, inclusive, and equitable environment.

- We believe the responsibility for a diverse, equitable, and inclusive workplace ultimately rests with all of us.
- We believe that all employees should feel a sense of belonging at Mastery Education, regardless of their race, religion or belief, gender identity, age, sexual orientation, disability, or background.
- We believe racism has no place within our workplace or our work culture and we reject all forms of hatred, prejudice, intolerance, and discrimination.
- We strive to see diversity, inclusion, and equity as connected to our mission and critical to ensuring the well-being of our staff and the school communities we serve.
- We strive to acknowledge and dismantle any inequities within our policies, systems, programs, and services and report on progress.
- We practice and encourage transparent communication in all interactions.

Peoples Education Inc. DBA Mastery Education expressly prohibits any form of unlawful employment harassment. Improper interference with the ability of the organization's employees to perform their expected job duties is not tolerated.

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This EEO Policy Statement is a reminder that all employees are protected from discrimination under the laws of the US Equal Employment Opportunity Commission. Employees and applicants for employment are covered by federal laws and Presidential Executive Orders designed to safeguard federal employees and job applicants from discrimination on the basis of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit-based factors. These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, promotions, training, and career development programs. Consistent with these obligations, Peoples Education Inc. DBA Mastery Education also provides reasonable accommodations to employees and applicants with disabilities and for sincerely held religious beliefs, observances, and practices.

Peoples Education Inc. DBA Mastery Education employees and applicants are also protected against retaliation. Consistent with federal laws, acts of retaliation against an employee who engages in protected activity, such as reporting discrimination or harassment or participating in the EEO process, whistleblowing, or the exercise of any appeal or grievance right provided by law will *not* be tolerated. Peoples Education Inc. DBA Mastery Education will take prompt action when an employee, or non-employee (contractor) is found to have engaged in discrimination, retaliation, or harassment (including sexual harassment).

Peoples Education Inc. DBA Mastery Education employees or applicants who believe that they have been subjected to discrimination, harassment, or retaliation should contact EEOC's Office of Equal Opportunity at (202) 663-7081 or [Contact\\_OEO@eeoc.gov](mailto:Contact_OEO@eeoc.gov); or, as appropriate, the Office of Special Counsel at (202) 804-7000 or the Merit Systems Protection Board at (202) 653-7200.

It is incumbent upon all of us to ensure that Peoples Education Inc. DBA Mastery Education is a model employer and serves as an example of equity and inclusiveness for all workplaces. Likewise, each of us must take responsibility for implementing the EEO Policy and cooperating fully in its enforcement. In so doing, we reaffirm our collective commitment to a workplace free of unlawful discrimination, harassment, and retaliation.

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