



# SAINT SAVA

SERBIAN ORTHODOX  
SCHOOL OF THEOLOGY

32377 N Milwaukee Ave. | Libertyville, IL 60048

## NON-DISCRIMINATION POLICY

St. Sava's Serbian Orthodox School of Theology is committed to providing an educational environment that is inclusive, respectful, and free from discrimination. As a private institution of higher education, our mission is to train and prepare future clergy,

while also adhering to the principles and teachings of the Orthodox Christian faith. We recognize that our commitment to these principles may require special protections, and we have developed the following policy to ensure that our School remains a safe and welcoming place for all students, faculty, and staff.

### A. Non-Discrimination Policy:

St. Sava's Serbian Orthodox School of Theology is committed to providing an educational environment that is free from discrimination on the basis of race, color, religion, sex, national origin, age, disability, veteran status, or any other characteristic protected by applicable law. This commitment extends to all aspects of the School's operations, including admission, employment, and participation in educational programs and activities.

### B. Religious Protections:

As a religious institution, St. Sava's Serbian Orthodox School of Theology recognizes that its mission and purpose are informed and guided by its religious beliefs and practices. To this end, the School reserves the right to consider an applicant's religious beliefs and practices in its admission decisions and to require adherence to its religious beliefs and practices as a condition of employment or initial and/or continued enrollment. However, the school will not discriminate on the basis of a protected characteristic unrelated to an applicant's religious beliefs or practices, such as race or national origin.

### **C. Academic Freedom:**

St. Sava's Serbian Orthodox School of Theology is committed to upholding academic freedom and intellectual inquiry. The School encourages open discussion and debate on all topics relevant to its mission and purpose, including those that may be controversial or unpopular. However, the School also recognizes the importance of maintaining an environment that is respectful and inclusive of all students, faculty, and staff. Any speech or conduct that is harassing, discriminatory, or otherwise disruptive to the school's educational mission will not be tolerated.

### **D. Complaints and Reporting:**

St. Sava's Serbian Orthodox School of Theology takes all complaints of discrimination or harassment seriously and will promptly investigate any such complaints. Any student, faculty member, or staff member who believes that they have been subjected to discrimination or harassment should report the matter to designated School official. The School will take appropriate action to investigate and address the complaint, which may include disciplinary action against the responsible party.

### **E. Conclusion:**

St. Sava's Serbian Orthodox School of Theology is committed to providing a safe and inclusive environment for all students, faculty, and staff. This policy is intended to ensure that the school remains true to its mission and purpose while also upholding the principles of non-discrimination and academic freedom. We welcome all who share our commitment to these principles to join us in our educational mission.

Updated: 3/31/2023