



Strategic Education, Inc. Human Rights

Overview

Strategic Education, Inc. (Strategic Education) shares the common goal of helping working adults advance their careers and transform their lives by creating as much economic mobility as possible. Strategic Education provides innovative educational learning solutions that promote student/learner success and institutional growth.

Scope

This policy applies to all students/learners, faculty, and staff of Strategic Education. Other individuals or organizations engaging in or conducting activities associated with Strategic Education or doing business at or with Strategic Education are also expected to comply with the provisions of this policy.

Our Commitment to Respect Human Rights

Strategic Education is committed to respecting the basic rights to which everyone is entitled per the principles of the United Nations Global Compact. We strive to create and maintain an environment in which all members of the community are aware of and respect the rights and human dignity of every other member. Discrimination and harassment based on race, religion, color, national origin, sex, sexual orientation, gender identity or expression, age, marital status, disability, military or veteran status, familial status, status with regard to public assistance, or other legally protected category or characteristic are reprehensible, antithetical to the mission of our organization, and strictly prohibited.

Provisions on Workplace Rights

Strategic Education believes that our people are our most important asset. As such, we embrace policies and practices which align with a quality employment experience.

- **Equality and non-discrimination**

It is Strategic Education's policy that all persons are to be treated with dignity and respect. This includes equal and non-discriminate treatment of everyone; no person shall be treated differently based on any category that may be protected under applicable law.

- **Working conditions – including working hours**

Strategic Education strives to create and maintain a work environment in which people are treated with dignity, decency, and respect. Strategic Education employees are entitled to reasonable rest breaks and access to necessary facilities. Strategic Education employees are also provided with various forms of paid time off, consistent with applicable laws, to maintain their wellbeing and quality of work-life balance.

- **Fair wages/compensation**

Strategic Education provides market comparable wages and benefits that comply with applicable employment and labor laws. Employees have access to their pay slips, which provide hours worked, deductions, and regular and overtime wages as applicable.

- **No harsh or degrading treatment/harassment**

Strategic Education emphasizes mutual trust, integrity, and respect for others in the workplace. Offensive or degrading employee conduct will not be tolerated.

- **Accessibility for persons with disabilities**

Whether through the use of assistive devices, service animals, support persons, availability of documents and notices in alternative formats, and/or other reasonable measures, Strategic Education strives to ensure that the needs of those with disabilities are accommodated in the workplace as required by law.

- **Parental leave**

Strategic Education understands the value of work-life balance, the importance of the family unit, and support for parents who wish to remain in the workforce while in a period of transition due to the birth of a child or adoption placement. Expectant parents are provided paid time off to support a healthy delivery and recovery thereafter, as well as the opportunity to transition back to work in a flexible manner.

Reporting Concerns and Violations

Employees may raise human rights issues, or report potential or actual human rights violations through a number of reporting channels, including

- Contacting any member of management
- Contacting Human Resources
- Engaging our Ethics Hotline by phone at 1.800.792.4380 or online at www.strategiceducation.ethicspoint.com

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