



## **Elementary School Handbook**

[www.calumetchristianschool.org](http://www.calumetchristianschool.org)

## **Calumet Christian School Mission Statement**

Calumet Christian School exists to equip students to become spiritually, relationally, and intellectually minded contributors within their classroom and respective local communities.

### **Calumet South Building Schedule**

<b><i>First Bell (Elementary Students Enter Building)</i></b>	8:20
<b><i>Class Begins (Preschool – 5<sup>th</sup> Grade)</i></b>	8:30
<b><i>Recess: 3rd - 5th Grade</i></b>	10:00 - 10:15
<b><i>Recess: 1st - 2nd Grade</i></b>	11:05 - 11:25
<b><i>AM Kindergarten Dismissal on the porch</i></b>	11:20
<b><i>Lunch Recess break</i></b>	11:25 - 12:08
<b><i>PM Kindergarten Arrival</i></b>	12:05 - 12:15
<b><i>Recess: Kg - 2nd Grade</i></b>	1:20 - 1:35
<b><i>Recess: 3rd - 5th Grade</i></b>	2:00 - 2:15
<b><i>PM Kindergarten Dismissal on the porch</i></b>	3:05 - 3:15
<b><i>Bus Students Dismissed</i></b>	3:08
<b><i>Remaining Students Dismissed</i></b>	3:15

### **Calumet North Building Schedule**

<b><i>Preschool - 3rd Grade Student Arrival</i></b>	8:40 - 8:50
<b><i>All Students Enter the Building</i></b>	8:50
<b><i>Classes Begin (Preschool - 3rd Grade)</i></b>	9:00
<b><i>Bathroom/Recess: Preschool</i></b>	10:10 - 10:30
<b><i>Recess: AM Kg - 3rd Grade</i></b>	10:15 - 10:30
<b><i>Preschool Dismissed in the Classroom</i></b>	11:45
<b><i>AM Kindergarten Dismissed outside school door</i></b>	11:50
<b><i>Lunch/Recess: 1st - 3rd Grade</i></b>	12:00 - 12:40
<b><i>PM Kindergarten Arrival</i></b>	12:35 - 12:45
<b><i>PM Kindergarten Class Begins</i></b>	12:45
<b><i>Recess: Pm Kg - 3rd Grade</i></b>	2:15 - 2:30
<b><i>PM Kg - 3rd Dismissed</i></b>	3:45

## Attendance

We believe that regular school attendance and time engaged in classroom activities have a direct relationship to academic success and overall student growth and development. Our request is that parents plan to minimize absences and tardiness for reasons other than illness, necessary appointments, and family emergencies. **When a child is staying home due to illness, please notify the school office by 9:15 A.M. Similarly, if a child will be late due to a doctor/dentist appointment, please notify the school office by 9:15 AM.** Upon a student's return to school, a handwritten or email explanation from the parent/guardian or doctor must be turned in to the school office.

### Please keep the following in mind:

- Phone calls, emails, and voicemails are acceptable for notification of absence
- The State of Ohio requires a **written note** (by hand or email) for all **EdChoice** (voucher) students who are absent
- You may email [ccsschoolabsences@calumetcs.org](mailto:ccsschoolabsences@calumetcs.org)
- The school office needs a **written excuse** for **each day** a child is absent. Without a note, the absence will remain unexcused
  - Students who arrive late to school are considered unexcused tardy unless their parent/guardian submits a note to the office with a legitimate excuse.
  - Students arriving 30 minutes or more after morning class begins will be considered absent for a half-day.
- Students arriving 30 minutes or more after afternoon classes begin will be considered absent for a full day.
- Students leaving before 2:00 PM will be considered absent for a half-day.

## Absences

**Excused absence:** An absence due to personal illness, death of a relative, family emergency, or family trip that has been pre-approved by the building principal.

- Excused absences of three consecutive days or longer may necessitate alternative academic arrangements with the teacher to ensure progress is maintained.
- A student absent for more than 20 days of school (excused or unexcused) will be a candidate for retention or withdrawal. Exceptions may apply for medical reasons.

**Unexcused absence:** An absence (with or without parent's consent) for a reason not acceptable to the school, such as oversleeping or missing the bus.

Unexcused absences may result in the following:

- Students do not receive credit for work missed during an unexcused absence.
- Multiple unexcused absences could result in a lunch detention, an administrator sending a letter home, or the principal initiating a conference with parents.
- Students with more than six unexcused absences in a school year could be considered excessively truant.

### **Anticipated Absences/Family Vacations**

Parents must notify the school office prior to taking a child out of school for a vacation or other planned absence. Three school-days prior notification is required for absences of 1-2 day in length. Ten school-days prior notification is required for absences of 3 or more days in length. Prior notification is required and teachers can choose to either prepare assignments ahead of time or have the student make up the work upon their return. Please keep the following in mind:

- It is the student's responsibility to make arrangements with the teachers for academic work to be completed before or during the absence.
- Academic work prepared by the teacher to be completed during the absence is due upon the student's return to school. Prepared work that is not submitted immediately upon return may receive a lower grade.
- Teachers are not responsible to re-teach subject matter missed by students due to anticipated absence/family vacations.
  - Students and parents may access [FamilyPortal](#) for updates regarding school work.
  - Anticipated absences/vacations without the appropriate prior notification may be considered unexcused.

While a vacation during school can be educationally profitable and valuable family time, it can also have an adverse impact on a student's academic achievement. We recommend family vacations be taken during regular school breaks. We encourage parents to arrange planned absences only when alternative options are unavailable.

**Please note: Family trips are not *valid reasons* for excused absences by the EdChoice Scholarship parameters.**

### **Student Illness**

A student will not be admitted to school unless his/her body temperature is below 100 degrees, without medication, for twenty-four hours. Students with communicable diseases will be allowed to return to school only after complying with regulations issued by the State Department of Health.

## **Tardies**

Students arriving less than 30 minutes after the beginning of the school day will be considered tardy. Students arriving 30 minutes or more after the beginning of the school day will be considered absent for 1/2 a day. Students arriving 30 minutes or more after afternoon classes begin will be considered absent for a full day. Students leaving school before 2:00 PM will be considered absent for a half day.

Students are not considered tardy for doctor or dentist appointments when accompanied by a written excuse from the parent or doctor.

Parents may be notified in writing when a student has had five or more tardies.

For additional information on the CCS Attendance Policies, please refer to the More Information tab on the CCS website – [www.calumetchristianschool.org](http://www.calumetchristianschool.org).

## **Bus Transportation**

Columbus and Worthington City Schools Districts provide bus transportation for many CCS students. Transportation requests should be submitted to Columbus Transportation Department **directly**. <https://www.ccschool.us/Page/4818>. Worthington residents must contact their local school districts transportation department.

Students are expected to follow the safety guidelines on all buses. Drivers are authorized by the respective school district to submit formal bus conduct reports if necessary. Ultimately, CCS administration has the authority to revoke bus privileges if behavior is deemed excessively inappropriate.

Many of our students depend on Columbus City Schools for bus transportation. Therefore, if the Columbus City Schools District closes due to weather, CCS will typically close.

In situations where the weather worsens during the school day or a school emergency develops, the building principal will make the decision whether or not to close the school. If buses are unavailable, parents or guardians will need to provide transportation home.

## **Communication**

Communication is vital to maintaining a healthy school community. CCS encourages communication among parents, teachers, and students. For general school questions, please contact the office. For questions or concerns in a particular class, contact the teacher. If a matter involves issues beyond the classroom, please contact the building principal.

The school office is open before and after the school day from 8:00 AM until 4:00 PM. Calls after normal work hours will be picked up by our answering system.

If it becomes necessary to reach your child during the day, please contact the office first and the receptionist will assist you.

Faculty will respond promptly to email messages.

Faculty email addresses follow the same pattern: last name then first initial (no spaces) followed by @calumetcs.org.

***The school office periodically e-mails pertinent school information via RenWeb ( The brand associated with FACTS Family Portal )***

***ANY*** emergency communication regarding an event during the school day, or a school closure – will be communicated **to** parents via the following options

- Parent Alert – robo call, text message
- RenWeb – email
- Calumet’s website ( [www.calumetchristianschool.org](http://www.calumetchristianschool.org) ) will be updated lastly in emergencies.

Parent-teacher conferences are scheduled twice during the school year (see calendar for dates). Please take advantage of these times to meet with your child’s teachers to discuss progress and/or concerns.

Parents or teachers may request after-school meetings as necessary.

Report cards are sent home quarterly. Parents have access to Family Portal, a student information system, for tracking their student’s academic progress throughout the quarter.

**Parent Alert**

FACTS allows us to select groups in bulk – to quickly send messages via a text message or a phone call. Thus it is critical that you make sure your contact information in FACTS is up to date. This type of communication is used for last minute messages about our Bus service, or should there be a power outage, or early dismissal. Most information will come to you via Email.

**Digital Citizenship**

Students frequently have access to computers and iPads for school work. All students and their parents must sign and turn in an **Acceptable Use Policy for Computer Resources form** before permission is granted to use classroom technology. Any student who chooses to misuse technology and/or violate the terms of the “Acceptable Use” agreement is in jeopardy of losing his/her right to use school technology and may incur a monetary charge.

## **Electronic Devices**

Electronic devices such as smart phones and tablets serve to distract from the purpose of learning and are not permitted to be used by students during school hours without the explicit permission of a classroom teacher. In addition, E-readers (such as Kindle) can be used only with a teacher's consent and only for school-related reading. Students may use music devices and cell/smart phones *before* admittance to the building in the morning or *after* final dismissal at the end of the school day, but electronic devices must be stored in a locker or teacher-approved location during the school day. Devices out of storage during the school day (without permission) will be confiscated and, at the building principal's discretion, returned only to a student's parent or guardian.

*The school is not responsible for the loss of any such devices.*

Smart watches may be worn during the school day provided they do not become a distraction. If a student is distracted by or using a smart watch for non-academic reasons, the watch will be confiscated, and the student will receive a warning from the staff member that confiscated it. The smart watch will be returned to the student at the end of the school day. In the instance of further offenses, the watch will be confiscated, and a parent will need to retrieve it from the office staff.

## **School Property**

The appearance of classrooms, school grounds, and hallways reflects upon the entire school, especially students. All waste paper should be placed in trash cans or recycling boxes. Marking or marring doors, walls, floors, lockers, desks, or other school property is not allowed. Students caught defacing school property will be subject to disciplinary action and parents will be held liable.

Students must reimburse the school for school-owned property (such as textbooks, or library books) they have damaged or not returned by the end of the school year.

## **Dress Code**

While students have considerable flexibility in choosing what to wear, the primary purpose of school is education, and student attire must be conducive to the learning experience. Students must wear clothing that is safe, weather-appropriate, and not distracting to the classroom setting.

Following are guidelines for students:

- Bare midriffs, spaghetti tops, and other dress considered too informal (such as sleepwear) may be deemed unacceptable.
  - Inappropriate depiction (writing or images) are not permitted on clothing.

- Pants, shorts, and skirts should have no writing across the seat area.
- Undergarments should not be visible.
- Shorts and skirts should reach to mid-thigh in length.
- Hats, hoods (or other head coverings), and sunglasses are not to be worn inside the school building unless deemed acceptable by the classroom teacher.
- Appropriate and safe shoes or sandals must be worn at all times. Slippers are not considered school-appropriate.
- Coats are to be worn to and from school and stored in lockers during the school day.

It is important that clothing worn during PE be conducive to physical activity. Students must follow the dress requirements for gym class as assigned by the PE instructor.

If deemed necessary, or if a student has been already given a dress code warning, office administrators may provide appropriate clothing or call parents to bring in appropriate clothing.

### **Grades**

The grades students receive are based on daily work, homework, class participation, reports, quizzes, and tests. Teachers will explain their methods for evaluating students.

### **Academic Honesty**

A school community must value academic honesty and expect its students to abide by that value. All work turned in by students must be their own work and must reflect the student's true ability. Teachers report all suspected cases of cheating, plagiarism, or dishonesty to the building principal. Students should expect to redo the work and receive a lower grade or a zero.

### **Academic Intervention**

Students and parents should feel free to contact teachers to discuss avenues for academic improvement. The teacher will also contact parents when it is evident a student is struggling in his/her class. When a student's overall academic performance is suffering or he/she is failing a specific subject, the teacher will initiate a conference with the parent(s) to devise a strategy for improvement. As a school, we believe it is essential that parents and teachers work together to facilitate student learning and academic success.



## **Special Needs Policy**

As a private school with limited resources, CCS is unable to provide a formal special education program for our students. Therefore, in the case of students who struggle significantly due to a learning disability, behavioral/emotional issue, or physical need the school may request or require parents to pursue an evaluation by a licensed school psychologist, health professional, or guidance professional.

If an enrolled student is diagnosed by a school psychologist, health professional, or guidance professional as having a specific learning disability, emotional/behavioral issue, or significant physical need that the school is not equipped to address, then the student may no longer meet admission requirements, and the building principal may require parents to withdraw the student. Examples of diagnoses this policy may address include autism spectrum disorder, attention deficit disorder, and oppositional defiant disorder.

## **Retention**

In some cases, a student's teacher and/or administrator may recommend or require that a student repeat his or her grade level. Several factors are considered in determining whether or not a student is a candidate for retention. These may include the following:

- The student exhibits significant academic weakness in math or reading.
- The student exhibits significant weakness or delay in grade-appropriate skills development.
- The student demonstrates below grade level achievement on standardized testing with less than one year's growth from the previous year.
- The student is consistently achieving Ds and Fs in core academic subjects.

Retention will be justified based upon an evaluation of the growth and development of the whole child. If the child's growth is likely to be greater in subject matter, skills, personal growth, and social growth through assignment to the same grade for a second year, he or she may be so assigned.

A decision regarding retention will involve a process of consultation between the parent(s), teacher, and building principal. In some instances, the building principal may determine that it is in the best interest of the student and the school that the retained student attends a different school. The purpose is to reach a decision that is best for the child. The building principal will make the final decision regarding retention.

Any student demonstrating significant weakness in a core academic subject the year after retention will be assumed to have academic needs requiring more assistance than can be adequately provided by CCS. The building principal may require the parents to withdraw the student.

## Homework

Even though schedules can become very busy, CCS believes homework is one of the important activities during the week. Although students work at different rates, they should have approximately the following amounts of time for doing homework throughout the week.

Grade Level	Hours/Week
Kindergarten	not mandatory- optional
First	1 hour per week
Second	1.5 hours per week
Third	2 hours per week
Fourth	2.5 hours per week
Fifth	3 hours per week

## Lost and Found

Students who lose items should check the school lost-and-found box located in the washroom area adjacent to the downstairs bathrooms or in the bin located just outside Room 203. Check the main office for small items, such as jewelry or watches.

Students must reimburse the school for school-owned property (textbooks, manipulatives, lockers, etc.) they have lost, or damaged, by the end of the school year.

## Lunch

The lunch period includes an outdoor recess (weather permitting) and time for students to eat. If weather does not permit outdoor recess, students will be assigned a classroom for indoor recess.

Each student is responsible for cleaning up the table at which they eat along with the floor area beneath. Hand brooms, dustpans, and disinfecting cloths are available and should be used for clean-up. Once tables and floors are cleaned, the staff people on duty will dismiss that table. Students are not permitted to leave the room until dismissed by a staff person.

**Friday Pizza Lunch:** Pizza is available for lunch on Fridays, starting as soon as the school year begins. There is a charge for each slice of pizza.

## **School Health and Safety**

### **Activity Restrictions**

We understand that from time to time, students may be recovering from an injury, and will have Physician advised activity restrictions. It is our intent to support the needs of the student, and having good information about these needs will facilitate our ability to do that. Injuries resulting in concussion, sprain, sensitivity, or fracture for example. Please communicate with your student's teacher, or with the office, what the nature of the injury is, and for how long the activity restriction should be in place.

### **Immunizations**

Calumet Christian School does not allow exemptions for immunizations *except in the instance of a medical condition verified in writing by the child's physician*. Students who do not meet immunization requirements will not be accepted for enrollment.

### **Medications**

Any medication, food supplement, modified diet, or fluoride supplement, that are to be administered at the school, must have written instructions of a licensed physician (or dentist) for each medication, food supplement, modified diet, or fluoride supplement. Forms for authorization and instructions are available in the school office.

All medication, food supplement, modified diet, or fluoride supplement is to be kept in a secure place and administered by the office staff (or school nurse) only.

Each time the medication, food supplement, modified diet, or fluoride supplement is administered a written record or log is made and kept for one year.

## **School Security**

The main entrance is locked and visitors are buzzed in *at all times*.

### **Restricted Areas**

During recess students must remain in the fenced playground area of the parking lot. Students may not enter the ravine without direct permission of a staff member. Students should also stay off the porch during recess in order to keep the school

entrance clear. Students may not be outside on the north, east, or west sides of the school building without the permission of school staff.

During morning arrival and afternoon dismissal, students must remain on the porch in plain view of school staff while waiting to enter the building or for parent/bus pick-up.

### **Signing In and Out of School**

Students and parents are required to follow the procedure of signing in or out during school hours. If a student arrives after 8:30 AM or leaves before 3:08 PM, he must be signed in/out in the office by a parent/guardian. If a student will be leaving class during the school day for an appointment, he should provide the teacher with a note from a parent/guardian at the beginning of class. The teacher will dismiss the student at the designated time to meet the parent/guardian in the downstairs lobby.

### **Visitors**

For the purpose of security, parents and all school visitors are required to first report to the main office. They must state the reason for their visit, their destination, and wear visitor identification if leaving the office to visit another part of the building. The exception to this is pre-school and kindergarten drop-off and pick-up.

Parents who wish to observe a class must schedule with the teacher and/or building principal beforehand. Student visitors (including friends of current students) must have permission from the administration to visit during school hours and will be allowed only for valid reasons (such as educational purposes or future enrollment).

### **Student Code of Conduct**

In keeping with the mission statement of Calumet Christian School, the elementary school seeks to develop the intellectual, spiritual, and relational character of its students in the context of biblical love and grace. It is important for students and parents to understand that in a biblical framework, discipline is a component of God's love. The staff believes in partnering with parents in following God's command to bring up children "in the discipline and instruction of the Lord."

A school is a community, and in any community relationships are healthier and more productive in an environment of mutual respect. Teachers and staff at CCS are committed to demonstrating care and respect for one another and for the students we oversee. As a school we recognize that children are in a process of learning how to interact appropriately in a community setting.

Teachers and parents have the obligation to help students by praising and modeling positive behavior. At the same time, we must set limits for inappropriate behaviors. By

holding students responsible for their choices, counseling them, and maintaining consequences, we can reach our ultimate goal of teaching students to be their own disciplinarians. It's essential that students begin to develop a moral compass, internal self-control, and learn to regulate their own behavior. Disciplinary action is a means of guiding students to understand how their behavior affects others and how it should reflect the biblical principle of loving others within the school community.

Parents indicate their acceptance and approval of the school's code of conduct by enrolling their child at CCS. Parents who choose not to cooperate with the school's code of conduct and its policies jeopardize their child's future at CCS. Discipline of students is the joint responsibility of teachers, school administrators, and parents.

### **Calumet Christian School Statement on Human Dignity and Identity**

Calumet Christian School places a high value on the dignity of all human beings because God does. We agree with the teaching of the Bible in Genesis 1:27 (reinforced by Jesus in Matthew 19:4-5): "God created mankind in his own image, in the image of God he created them; male and female he created them." With this in mind, we expect all students and staff to respect the dignity of others and refrain from acts of harassment, intimidation, and bullying. We expect the students and staff to recognize and honor the distinctive value, ethnicity, and biological sex God has created in each person from birth.

### **Calumet Christian School Anti-Bullying Statement**

Calumet Christian School recognizes that all students have the right to a safe, secure academic environment. Everyone in the school community has the right to be free from the threat of harassment, intimidation, or bullying. This includes verbal, written, and cyber harassment or threats to cause harm to another. Students should also feel safe reporting incidents of bullying to staff members without fear of retaliation. In order to maintain a safe, secure learning and work environment it is essential that members of the Calumet Christian School community adhere to the anti-harassment, anti-intimidation, or anti-bullying policy, both in and out of school. (see our website).

[calumetchristianschool.org](http://calumetchristianschool.org) Enrollment > Policies

### **Expectations**

A school environment should be both physically and emotionally safe. It must also be conducive to learning. It is the obligation of teachers and staff to provide such a setting. Every student has the right to feel secure and to receive an effective, quality education. Students and teachers must be able to concentrate on the enterprise of learning, free from behavior or activity that diminishes or derails the learning experience.

The teachers and administration strive to implement and maintain a system of discipline that is fair, consistent, respectful, and firm. Each classroom teacher is the primary person responsible to manage decorum in his or her class. Parents are asked to support the teachers' efforts in addressing behavior issues in the classroom. The overall goal is twofold: to create an environment conducive to learning for all students, and to help students develop self-control and the social skills to interact respectfully in a community.

While the following is an effort to delineate the disciplinary process, the administration reserves the right to exercise discretion in its application. Circumstances, the best interest of a student, and the well-being of the entire student body must be weighed when considering disciplinary action. Effective disciplinary interventions require that the school possess a measure of flexibility in potential responses to student behavior.

### **Time-outs**

Teachers, aides, or administrators may assign time-outs to students to correct inappropriate behavior or to provide an opportunity for students to compose themselves and rejoin the class in an appropriate manner

### **Send to Office**

If a student persists in resisting the teacher's correction, he or she may be sent to the office for a longer time-out in order to regain composure and prepare to rejoin the classroom.

### **Detentions**

Teachers, aides, or administrators may also assign students to recess detention for resisting correction or for engaging in other inappropriate behaviors. Recess detentions involve spending a recess period in either the classroom or the office. Some offenses may warrant a lunch detention in which a student would stay in the office during their lunch recess and their lunch period combined.

### **Suspension**

Suspensions can be in-school or out-of-school as decided by the building principal. Suspended students are required to complete all school work assigned in his classes that day. Students may not receive full credit for school work completed during a suspension or made up as a result of a suspension.

A student who receives multiple suspensions in a year could receive longer suspensions and/or become a candidate for permanent dismissal.

### **Emergency Removal**

If a student's presence in school poses a continuing danger to persons or property or an ongoing disruption of the academic environment, then the building principal may determine to have the student removed from the classroom and school premises. Parents or guardians will be notified, and the building principal will assign a period of suspension and may recommend to the school board permanent dismissal from the school.

### **Permanent Dismissal**

In certain instances where the frequency or intensity of behavioral events poses a threat to the school community and learning environment, the building Principal may update the school board about a student's behavior, being careful to relay all the known facts and conditions. The School Board, after carefully weighing all the facts and circumstances, will decide if further discipline is necessary. Further discipline could include permanent dismissal. The decision to permanently dismiss a student belongs to the school board. Parents will be notified in writing when the Principal is informing the school board about their student's behavior. At this time, parents will have the opportunity to send written communication to the school board to share any information relevant to the board's consideration of their child. If parents wish to send written communication it should be sent to the school board Chair within 3 days of the being notified their child's behavior is being considered by the school board. The school board-Chair will then share the parent's written communication with the rest of the school board for consideration.

### **The Right to Appeal Permanent Dismissal**

If the school board decides to permanently dismiss a student the school board Chair will relay the decision of the school board to the parents through a formal written notice of permanent dismissal. The parent or guardian may appeal this decision by submitting a written notice of appeal to the school board Chair within 10 days of the school's formal written notice of dismissal. The written notice of appeal should include a request to meet with the school board to present the case for why the decision should be overturned. Failure to submit an appeal according to the above terms waives any right to appeal the dismissal. Only the student's parent or guardian is permitted to attend the appeal hearing. The school board's decision after the appeal hearing is final.

## **School Closings**

In most cases of severe weather, CCS will close. We will text parents **by Parent Alerts and FACTS emails** when emergency closings occur.

Local TV and radio stations will also announce school closures for weather-related or other emergencies. Each school will be listed on local TV and radio stations.

## **Volunteer Opportunities**

The elementary school welcomes and appreciates parent volunteers—from field trip chaperones to class parents. Please contact Amber Liston ([ListonA@calumetcs.org](mailto:ListonA@calumetcs.org)) in the school office to fill out a volunteer application form. The school will provide a required background check for volunteers.

<b>NON-DISCRIMINATORY POLICY</b>
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The governing board of the Calumet Christian School North, located at 1390 Community Park Drive, and Calumet Christian School South located at 2774 Calumet St. has adopted the following racial nondiscriminatory policies.

Calumet Christian School recruits and admits students of any race, color, gender or ethnic origin to all its rights, privileges, programs and activities. In addition, the school will not discriminate on the basis of race, color, gender or ethnic origin in the administration of its education programs and athletics/extracurricular activities. Furthermore, the school is not intended to be an alternative to court or administrative agency ordered, or public school district initiated desegregation.

Calumet Christian School will not discriminate on the basis of race, color, gender or ethnic origin in the hiring of its certified or non-certified personnel.