

EEO Policy Statement

Apollo Education Group, Inc. and its subsidiary companies ('Apollo') are committed to compliance with the spirit and the letter of all applicable local, state, and federal laws prohibiting discrimination in employment. Fundamental to our organizational core values is our obligation to honor the diversity of our workforce and ensure all employees are treated with respect and dignity. Our goal is to create a climate of innovation, opportunity, and success which benefits from the cultural, professional, and personal diversity of our employees as well as enhancing the communities we serve.

All employment decisions, including recruiting, hiring, placement, training, promotion, compensation, and performance evaluation are made based upon valid job requirements and without regard to race, color, gender, age, religion, physical or mental disability or perceived disability, pregnancy, marital status, veteran status, genetic information, sexual orientation, gender identity, ethnicity, national origin or any other category protected by law. We continually strive to go beyond these basic guidelines to recruit and retain a high caliber level of employees that reflect the diversity of our markets.

We firmly believe that individuals have the right to be treated fairly and actively promote good internal and external business relationships. We understand that our success is directly linked to the diverse backgrounds, skills and experiences of our employees. By working together, we can ensure an atmosphere that fosters equal and positive treatment for everyone in our workplace, making workforce diversity and equal opportunity two of our greatest strengths.

If you feel that you are not being treated in accordance with the statements described in this policy, you are urged to bring the matter to the attention of your immediate manager (or higher if circumstances warrant), the Human Resources Business Partner assigned to your business unit, or a VP of Human Resources. Further, no individual will be subjected to harassment, intimidation, threats, coercion, or discrimination of any form because (s)he has engaged in, or may engage in, any of the following activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of any federal, state, or local law requiring equal opportunity for all individuals;
- (3) Opposing any act or practice made unlawful by any applicable law requiring equal opportunity for all individuals; or
- (4) Exercising any other right protected by any applicable law.

Our organization's affirmative action program is fully supported by our CEO, Greg W. Cappelli. Fred Newton, SVP, Human Resources, is responsible for the implementation of Apollo's affirmative action activities. Questions regarding this policy or requests to review elements of our Affirmative Action Plan may be directed to the Human Resources Service Center at 602-557-MYHR (6947) or 1-877-MYHRLIVE (694-7548) between the hours of 7:00 a.m. – 5:00 p.m. (AZ time) Monday through Friday.

Dated: July 2014

