

**CERTIFICATION OF RESOLUTION**  
**STAFF RELIGIOUS BELIEFS POLICY**

The Governing Authority (the "Board") of **Westlake Academy** (the "School"), a non-profit corporation organized under the laws of the State of Ohio, hereby resolves as follows:

WHEREAS the Board wishes to comply with Ohio Revised Code 3319.64, as enacted.

IT IS HEREBY RESOLVED that the Board adopts the Staff Religious Beliefs Policy, attached hereto and incorporated herein as restated.

IT IS FURTHER RESOLVED that the Board Chair is authorized to execute any and all forms and/or documents to effectuate the purpose of this resolution and that the policy shall be distributed by the School to all staff.

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**APPROVAL AND ADOPTION**

Motion to adopt the Staff Religious Beliefs Policy (with/without) amendment(s)

Motion by PETREA

Seconded by MORROW

Board Member <i>Name</i>	AYE	NAY	OTHER <i>(Not Present, Abstain, etc.)</i>
Elizabeth Haavisto	✓		
Ed Oliveros	✓		
Jonathan Petrea	✓		
Darvio Morrow	✓		
Danielle Munk	✓		
Greg Margevicius, Chairman	✓		

Duly adopted on this 25th day of September, 2024.

  
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Greg Margevicius, Chairman  
Westlake Academy

## **STAFF RELIGIOUS BELIEFS POLICY**

### **Westlake Academy**

- (1) The governing authority shall not solicit or require an employee or applicant for employment to affirmatively ascribe to, or opine about, specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.
- (2) The governing authority shall not use statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology as part of the evaluation criteria for employees or applicants for employment, or employees that are seeking career progression or benefits.

#### Legal References

ORC § 3319.64; Sub. H.B.214 (135<sup>th</sup> GA)