

## RECRUITMENT POLICY

- RENAS - All faculty and staff members of Colegio Interamericano present an updated certificate every semester. Renas stands for the National Record of Sexual Harassment certificate. This document is intended to certify that the person being hired temporarily, long term, volunteering, in a fellowship agreement, or outsourced has no history of being a child harasser.
- SCREENING - All faculty and staff members go through a deep screening process before being hired. Our Human Talent department makes sure our staff meets the requirements of each and every position. We hire highly qualified candidates that have the technical knowledge, the experience and soft skills that makes Colegio Interamericano a prestigious institution. Degree validation, reference check and background check is part of every recruiting process.
- RATIO STUDENTS/TEACHERS - All classes in ECE and Elementary have 22 students in charge of a Homeroom Teacher and an Educational Assistant, leaving a ratio of 11 students per Teacher for supervision at all times.
- EAs to PE - Educational Assistant in early years support the Physical Education teachers during class, making sure the ratio of student supervision es kept during this period of physical activity.