



## **Equal Employment Opportunity Policy**

The Foundation is committed to having a diverse workplace, free of discrimination. To achieve this goal, the Foundation endeavors to:

- Respect and value individual differences;
- Encourage new ideas; and
- Acknowledge individual contributions.

The Foundation is an equal opportunity employer. It is the policy of the Foundation to afford equal employment and advancement opportunity to all qualified individuals without regard to:

- Race;
- Color;
- Gender (including gender identity and gender expression);
- Sex (including pregnancy, childbirth, breastfeeding, and medical conditions related to such);
- Religious creed (including religious dress and grooming practices);
- Marital /registered domestic partner status;
- Age (forty (40) and over);
- National origin or ancestry;
- Physical or mental disability (including HIV and Aids);
- Medical condition (including cancer and genetic characteristics);
- Taking of a leave of absence pursuant to the Family Medical Leave Act ("FMLA"), Pregnancy Disability Leave ("PDL") law, Americans with Disabilities Act ("ADA"), California Family Rights Act ("CFRA"), or the Fair Employment and Housing Act ("FEHA");
- Genetic information;
- Sexual orientation;
- Military and veteran status; or
- Any other consideration made unlawful by federal, state, or local laws.

Such discrimination is prohibited by law, is not acceptable and will not be tolerated by the Foundation. The Foundation's commitment to this EEO policy is demonstrated to employees and/or applicants through:

- Recruitment;
- Selection/hiring process;
- Promotions;
- Training;
- Compensation;
- Benefits;
- On-the-job treatment;
- Discipline; and
- Terminations.

Again, the Foundation's goal is to have a diverse workplace, free from discrimination at all levels of the agency. However, if you feel that you have experienced unlawful discrimination from anyone at the Foundation, you must report the matter to your supervisor, a Human Resources representative, or the Chief Executive Officer of the agency.

Discriminatory practices and the consequences of such practices are considered serious and will be promptly investigated and handled appropriately. Employees who unlawfully discriminate will be immediately subject to discipline up to, and including, termination of employment. Any person who reports or complains about conduct believed to be discriminatory will not be subject to any type of retaliation or reprisal; any employee who engages in any type of retaliatory conduct will be subject to discipline, up to and including termination.