

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Family Advocates values inclusion, equity and the ability to meet the needs of all individuals involved in our organization.

We provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, ability, sexual orientation, gender identity or expression, genetics, physical or mental ability (including HIV status), veteran status, military obligations, or marital status. In addition, Family Advocates complies with applicable federal, state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, and transfer, leaves of absences, compensation and training.

Family Advocates expressly prohibits any form of workplace harassment based on race, color, religion, sex, national origin, age, ability, sexual orientation, gender identity or expression, genetics, physical or mental ability (including HIV status), veteran status, military obligations, or marital status. The purpose of this policy is to ensure that Family Advocates provides a safe, inclusive, welcoming, and nurturing environment for all employees, volunteers, and individuals and their children seeking services or who might seek services without regard to an individual's actual or perceived race, religion, national origin, age, sexual orientation, gender identity, or gender expression.

Family Advocates is committed to complying with applicable federal, state and local laws prohibiting employment discrimination against qualified individuals with disabilities. This commitment includes making reasonable accommodation, upon request to the Executive Director, for the physical or mental limitations of an otherwise qualified employee with a disability. A reasonable accommodation may include any action that enables an employee with a disability to perform the essential functions of the position, but which does not result in an undue hardship to the program, or pose a direct threat to the health and safety of the employee or to others.

Family Advocates will not tolerate any form of unlawful discrimination. All employees are expected to cooperate fully in implementing this policy. Any employee who believes that any other employee may have violated this policy should report the possible violation to the Executive Director. If it is determined that a violation has occurred, the Executive Director and/or Board of Directors will take appropriate disciplinary action, which could include counseling, warnings, suspensions and termination.