

HUMAN RESOURCES POLICY AND PROCEDURES

Section 1.0 Legal

SUBJECT: 1.2 EQUAL EMPLOYMENT OPPORTUNITY

POLICY

The Authority is an equal employment opportunity employer and makes employment decisions on the basis of merit. We want to have the best available persons in every position. It is the policy of the Authority to provide equal employment opportunities to all qualified individuals and to administer all aspects and conditions of employment without regard to the following:

- Race
- Color
- Ancestry
- Age
- Sex
- Sexual orientation
- Gender
- Gender identity and gender expression
- Religion, including dress and grooming practices
- National origin, including language use restrictions
- Pregnancy, childbirth, or breastfeeding
- Marital status
- Genetic information, including family medical history
- Physical or mental disability
- Medical condition, including cancer and AIDS/HIV
- Military or veteran status
- Citizenship and/or immigration status
- Credit report or credit information
- Prior non-conviction arrest record
- Political activities or affiliations
- Child or spousal support withholding
- Domestic violence, assault, or stalking victim status
- Denial of family or medical care leave
- Lawful conduct occurring during nonworking hours away from the employer's premises
- Any other protected class, in accordance with applicable federal, state, and local laws

Discriminatory, harassing, or retaliatory behavior is prohibited from coworkers, supervisors, managers, owners, and third parties, including clientele. The Authority takes allegations of discrimination, harassment and retaliation very seriously and will promptly conduct an investigation when warranted.

Equal employment opportunity includes, but is not limited to, employment, training, promotion, demotion, transfer, leaves of absence, and termination.