

Equal Opportunity / Anti-Discrimination Policy

Objective:

The objective of this policy is to provide and maintain a work environment that is free of discrimination.

Policy Guidelines:

- The Organization prohibits employment discrimination on the basis of Caste, Race, Sex, Color, Creed/Grade, Religion, Disability or Handicap, Age, Height, Weight, Veteran status or Marital status.
- It does not permit the lowering of bona fide job requirements, performance criteria, or qualifications in order to give preference to any employee or applicant for employment on the basis of the above basis of discrimination.
- For the purpose of this Policy such non-discriminatory treatment will include, but not be limited to the following:
 - Employment
 - Training
 - Promotion or transfer
 - Recruitment or recruitment advertising,
 - Termination of Employment and all forms of Compensation.
- Employees of the Organization shall be treated with dignity and in accordance with the Organization's policies to maintain a conducive and congenial work environment free of any discrimination, whether physical, verbal or psychological.
- The policies and practices of the Organization shall be administered in a manner that would ensure that in all matters equal opportunity is provided to those eligible and the decisions are merit-based.