EQUAL EMPLOYMENT OPPORTUNITY POLICY

Homeward Alliance provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, creed, sex, pregnancy, childbirth and related medical conditions, disability, national origin, ancestry, age, status as an officer or enlisted members of the military forces, veteran status, disability, genetic information, gender, gender identity or expression, marital status, civil union status, domestic partnership status, sexual orientation, transgender status, marriage to a co-worker, religious affiliation, or any other protected characteristic applicable under federal, state, and local laws.

This policy applies to all terms and conditions of employment including, but not limited to, recruiting, hiring, promotion, termination, placement, discipline, layoff, recall, transfer, leaves of absence, compensation and access to benefits and training.

Homeward Alliance expressly prohibits any form of workplace harassment and discrimination. Homeward Alliance urges reporting of any instances of harassment and discrimination. Homeward Alliance will investigate all such reports. There will be no retaliation against any employee who files a complaint in good faith. If deemed appropriate, Homeward Alliance will take appropriate disciplinary action up to and including termination.