

## **EQUAL EMPLOYMENT OPPORTUNITY & PROHIBITED DISCRIMINATION**

Urban Peak is committed to equal employment opportunity for all employees. Our goal is to assure that all employment and operational actions are based on qualifications and programmatic needs rather than on non-merit factors, and that no one will be denied an opportunity to share in our programs because of his or her gender, sexual orientation, gender identity or expression, race, color, national origin, age, religion, disability, marital status, veteran status, any other legally-protected category, HIV status, AIDS status, political affiliations, or past participation in the harassment/discrimination process.

We will strive to:

- Recruit, hire, train, and promote for all jobs without regard to gender, sexual orientation, gender identity or expression, race, color, national origin, age, religion, disability, marital status, veteran status, any other legally-protected category, HIV status, AIDS status, political affiliations, or past participation in the harassment/discrimination process.
- Make placement decisions solely on the individual's qualifications for the position being filled.
- Administer other personnel actions such as pay, benefits, transfers, layoffs, and training without regard to gender, sexual orientation, gender identity or expression, race, color, national origin, age, religion, disability, marital status, veteran status, any other legally-protected category, HIV status, AIDS status, political affiliations, or past participation in the harassment/discrimination process.

It is the responsibility of all managers and supervisors of Urban Peak to incorporate these equal employment opportunity principles in all programmatic and personnel decisions.

Urban Peak's managers and supervisors are Urban Peak's Equal Employment Opportunity coordinators. They are responsible for regular reviews of the organization's personnel actions to ensure compliance with this equal employment opportunity policy. If you believe that you have not been treated in accordance with this policy, contact one of the Urban Peak Equal Employment Opportunity coordinators.

## **ACCOMMODATIONS**

Urban Peak will make reasonable accommodation for qualified individuals with known disabilities and employees unless doing so would result in an undue hardship to Urban Peak or a direct threat. Employees needing such accommodation must contact their supervisor or Human Resources.

If you have any questions or concerns relating to Urban Peak's Equal Employment Opportunity & Discrimination policy, please contact the Director of Human Resources at 303-974-2967.