



## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

It is the established policy of Para Los Niños (PLN) to provide equal employment and advancement opportunities to all qualified applicants and employees without discrimination with regard to race, religious belief (including dress or grooming practices), color, sex, sex stereotype, pregnancy, childbirth or related medical conditions (including breast feeding), age, national origin (including possessing a driver's license issued under Vehicle Code § 12801.9), ancestry, sexual orientation, gender identification and expression, transgender status, physical or mental disability, medical condition, genetic characteristics, genetic information, family care, marital status, enrollment in any public assistance program, status as military, a veteran or qualified disabled veteran, status as an unpaid intern or volunteer, or any other classification protected by law. PLN also prohibits discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.

PLN affirms its commitment to provide a work environment free from discrimination, harassment, bullying and retaliation. It is offensive to abuse another person's dignity through ethnic, racist or sexist slurs, or other derogatory or objectionable conduct. You may not harass, bully, discriminate or retaliate against another applicant or employee because of that person's actual or perceived race, religious belief (including dress or grooming practices), color, sex, sex stereotype, pregnancy, childbirth or related medical conditions (including breast feeding), age, national origin (including possessing a driver's license issued under Vehicle Code § 12801.9), ancestry, sexual orientation, gender identification and expression, transgender status, physical or mental disability, medical condition, genetic characteristics, genetic information, family care, marital status, enrollment in any public assistance program, status as military, a veteran or qualified disabled veteran, status as an unpaid intern or volunteer, or any other classification protected under applicable law. PLN will not tolerate discrimination, harassment, bullying or retaliation by any employee (including supervisors, managers or co-workers) or independent contractor of PLN, or by any outside persons in contact with our employees and independent contractors (including our customers, potential customers, vendors, delivery persons, etc.).

PLN will reasonably accommodate the known physical or mental disabilities of an otherwise qualified applicant or employee, unless undue hardship would result. Any applicant or employee who requires accommodation to perform the essential functions of your job, please contact Human Resources. The applicant or employee should advise PLN what accommodations he or she believes are necessary in order to perform the job. PLN will work with the applicant or employee to determine whether there are any reasonable accommodations that would enable the applicant to perform the job duties without causing undue hardship to PLN.



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For questions or concerns about discrimination, harassment, bullying or retaliation in the workplace, contact the **Human Resources Office or an officer of PLN**. Applicants or employees can raise concerns, report problems, or make complaints without fear of reprisal. In accordance with PLN policy, anyone engaging in any type of unlawful discrimination, harassment or retaliation or bullying will be subject to corrective action, up to and including termination.

**Para Los Niños is an Equal Employment Opportunity Employer**