



Policy: Equal Employment Opportunity

Approved by the Board of Directors: September 11, 2023

Purpose

The purpose of this policy is to ensure equal opportunity for all contractors, employees and potential candidates for employment.

Scope

This policy applies to the Board of Directors and Executive Director.

Policy

CIFA provides equal employment opportunities to all contractors, employees and candidates for employment without regard to age, race, color, ethnicity, national origin and ancestry, religion, gender, gender identity or expression, sexual orientation, physical or mental disability, medical condition, legally protected genetic information, marital status, veteran status, military status, or any other factor determined to be an unlawful basis for such decisions by federal, state or local laws.

Policies and decisions on contractual agreements are based on merit, qualifications, performance and business needs. No legally protected characteristics will be a factor in decisions regarding terms and conditions of employment, including recruiting, hiring, placement, promotion, demotion, termination, layoff, recall, returns from layoff, transfer, leaves of absence, compensation and benefits, training, scheduling, assignments or any other terms or conditions of employment.