

EQUAL EMPLOYMENT OPPORTUNITY

The SM&NC is an equal opportunity employer and complies with all applicable federal and state fair employment practices and laws. The SM&NC does not discriminate against employees or applicants because of race, color, religion, creed, pregnancy, national origin, age, physical or mental disability, marital or partnership status, familial status, military status, veteran status, alienage or citizenship status, genetic information, or any other basis protected by applicable law.

This policy applies to all terms and conditions of employment including, but not limited to, hiring, training, promotion, compensation, benefits, layoff and recall, disciplinary action, termination and retirement.

Employees with questions, concerns or allegations of any type of discrimination or harassment in the workplace should bring such issues to the attention of the Human Resources Director. Employees can raise concerns and make reports without fear of reprisal.

Anyone found to be engaging in any type of unlawful discrimination, and any employees who retaliate against another employee for complaining about alleged discrimination, will be subject to disciplinary action, up to and including termination of employment.

These commitments apply uniformly to and are the responsibility of every employee.