



## **Equal Employment Opportunity**

Salem Five is committed to equal employment opportunity in all aspects of its operations, without regard to race, color, religion, sex, national origin, age, mental or physical disability, pregnancy, sexual orientation, genetic information, gender identity, or military or veteran status and any other protected status (Individually and collectively "Protected Status") in all aspects of employment.

*It is the policy of Salem Five to:*

- A. RECRUIT, HIRE, TRAIN AND PROMOTE PERSONS IN ALL JOB TITLES, WITHOUT REGARD TO PROTECTED STATUS, OR ASSOCIATION WITH SOMEONE HAVING SUCH STATUS OR ANY FACTOR PROHIBITED BY LAW.
- B. ENSURE THAT PROMOTION DECISIONS ARE IN ACCORD WITH PRINCIPLES OF EQUAL EMPLOYMENT OPPORTUNITY BY IMPOSING ONLY VALID REQUIREMENTS FOR PROMOTIONAL OPPORTUNITIES.
- C. ENSURE THAT ALL PERSONNEL ACTIONS SUCH AS COMPENSATION, BENEFITS, TRANSFERS, COMPANY SPONSORED ACTIVITIES, EDUCATION, TUITION ASSISTANCE, AND SOCIAL AND RECREATION PROGRAMS WILL BE ADMINISTERED WITHOUT REGARD TO PROTECTED STATUS, OR ASSOCIATION WITH SOMEONE HAVING SUCH STATUS.

Salem Five reaffirms its policy of protecting employees and applicants from coercion, intimidation or retaliation as a result of filing a complaint or assisting in an investigation of equal employment compliance.

The goal of this program is to provide equal employment opportunity for all qualified persons. Salem Five has designated the Human Resources Director to coordinate the implementation of this policy.