

# Equal Opportunity Employer Statement



## Objective

Angel Foundation™ provides equal employment opportunities to all employees and applicants for employment without regard to race, color, ancestry, national origin, sex, sexual orientation, marital status, familial status, religion, age, disability, genetic information, military service or veteran status, public assistance status, or any other classification protected by applicable federal, state, and local laws and ordinances.

## Scope

Equal employment opportunities apply to all aspects of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training. Angel Foundation™ prohibits unlawful harassment or discrimination and does not tolerate interference with employees' job performance. These policies and principles apply to the selection and treatment of independent contractors, temporary workers and any other persons or firms doing business for or with Angel Foundation™.

## Remedies

Violations of this policy will result in disciplinary action, up to and including termination. Employees with concerns should contact the Human Resources Representative or the President & CEO. Angel Foundation™ will promptly investigate all claims and take appropriate corrective measures.

## Retaliation

Angel Foundation™ prohibits, any form of discipline or retaliation against employees for reporting perceived violations of this policy, pursuing claims, or cooperating in investigations.

## Dissemination and Implementation of Policy

The Human Resources Representative disseminates this policy through the Employee Handbook and ensures overall compliance. All staff are responsible for implementing equal employment practices, and the Human Resources Representative maintains personnel records in compliance with applicable laws and regulations.