

The current Equal Employment Opportunity policy is found in the CRRL Policy Manual on p.48-49; major recommended updates incorporating the Virginia Human Rights Act, adding non-discrimination and anti-retaliation policies. Proposed text based on VRSA, DHRM and a review of manuals from local agencies.

Final proposed policy:

## **EQUAL EMPLOYMENT OPPORTUNITY**

CRRL is committed to providing an equitable, safe, and inclusive working environment for our staff. CRRL affirms a commitment to this principle for all persons without regard to race (or traits historically associated with race including hair texture, hair type, and hairstyles such as braids, locs, and twists); sex; color; national origin; religion; sexual orientation; gender identity or expression; veteran status; political affiliation; disability; genetic information; and parental status (including pregnancy, childbirth, lactation and conditions related to pregnancy, childbirth, or lactation).

CRRL is an Equal Opportunity Employer committed to non-discrimination in recruitment, selection, hiring, pay, promotion, retention or any other personnel action affecting any of its employees or candidates for employment. Employment decisions are based on merit and the ability to perform the essential functions of the job. Reasonable accommodations to qualified individuals with disabilities will be provided in all aspects of the application and employment process. CRRL complies with all applicable federal, state, and local equal employment laws.

### **Statement of Non-Discrimination**

At CRRL the principles of equal opportunity are practiced. No employee of CRRL shall unlawfully discriminate against any person on the basis of race (or traits historically associated with race including hair texture, hair

type, and hairstyles such as braids, locs, and twists); sex; color; national origin; religion; sexual orientation; gender identity or expression; veteran status; political affiliation; disability; genetic information; and parental status (including pregnancy, childbirth, lactation and conditions related to pregnancy, childbirth, or lactation), or any other characteristic prohibited by state and/or federal law.

### **Non-Discrimination on the Basis of Disability**

The Americans with Disabilities Act (ADA) requires employers to reasonably accommodate qualified individuals with disabilities. CRRL will comply with all federal and state laws concerning the employment of persons with disabilities.

CRRL will not discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment.

CRRL will reasonably accommodate qualified individuals with a disability so that they can perform the essential functions of a job.

An individual who can be reasonably accommodated for a job without undue hardship will be given the same consideration for that position as any other applicant.

The Human Resources Manager is responsible for implementing this policy, including resolution of reasonable accommodation, safety and undue hardship issues.

### **Anti-Retaliation**

CRRL will not tolerate any retaliation against an applicant or employee who files a complaint or institutes any proceeding under or related to a CRRL policy, or has provided information or assisted in an investigation.

Retaliation is any overt or covert act to intimidate, threaten, coerce, discriminate against, interfere with, restrain, retaliate or take adverse employment action against. If retaliation occurs, the employee(s) should report it immediately to a supervisor or the Human Resources Manager. CRRL recognizes that false accusations can have serious effects on innocent individuals. We trust all of our employees will act responsibly to establish and maintain a pleasant and productive working environment.

Proposed with edits:

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CRRL is an Equal Opportunity Employer ~~equal opportunity employer~~ committed to non-discrimination in recruitment, selection, hiring, pay, promotion, retention or any other personnel action affecting any of its employees or candidates for employment. Employment decisions are based on merit and the ability to perform the essential functions of the job. Reasonable accommodations to qualified individuals with disabilities will be provided in all aspects of the application and employment process. CRRL complies ~~and is dedicated to complying~~ with all applicable federal,

state, and local equal employment laws. ~~It is the policy of CRRL that all aspects of employment (including, but not limited to, recruitment, hiring, placement, training, evaluation, compensation, promotion or termination) are governed on the basis of merit, competence, and qualifications.~~

### **Statement of Non-Discrimination**

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Current:

## **EQUAL EMPLOYMENT OPPORTUNITY**

CRRL is an equal opportunity employer and is dedicated to complying with all applicable federal, state, and local equal employment laws. It is the policy of CRRL that all aspects of employment (including, but not limited to, recruitment, hiring, placement, training, evaluation,

compensation, promotion or termination) are governed on the basis of merit, competence, and qualifications.

No employee of CRRL shall unlawfully discriminate against an applicant for employment or a fellow employee because of sex, age, disability, perceived disability, marital status, personal appearance, sexual orientation, race, color, religion, national origin, veteran status, or any other legally protected characteristic.