



EMPLOYMENT PRACTICES

02.02.00 Equal Employment Opportunity (EEO) Policy

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at PCCLD will be based on merit, qualifications, and abilities. PCCLD does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, **gender expression**, Armed Forces Reserve or National Guard status or any other characteristic protected by federal, state or local law.

PCCLD makes reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Any employee with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the Human Resources Department, also see [02.03.04 Problem-Solving](#), outlined in this publication. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to the performance improvement process, up to and including termination of employment.

Employees who believe there has been a violation of PCCLD's EEO or retaliation standard should report their concern to the Human Resources Manager.