

# Equal Employment Opportunity and Anti-Discrimination Policy



Updated November 14th 2024

By Becca Jolly

# Equal Employment Opportunity and Anti-Discrimination Policy

This Anti-Discrimination and Equal Employment Opportunity Policy for Spirit of Ukraine is comprehensive and ensures compliance with legal standards for workplace fairness and inclusivity. Below is a concise summary for key understanding and practical use:

## **Key Provisions**

1. **Scope:** Applies to all employees, contractors, and personnel involved with Spirit of Ukraine, covering employment, hiring, training, promotions, wages, and benefits.
2. **Anti-Discrimination:**
  - Prohibits exclusion or differential treatment based on protected characteristics, including race, gender, age, disability, military status, or hair texture/protective hairstyles.
  - Extends to volunteers, vendors, stakeholders, and visitors.
3. **Anti-Harassment:**
  - Ensures a workplace free of verbal, physical, and visual harassment.
  - Prohibits offensive language, gestures, or material related to protected characteristics.
  - Strongly opposes sexual harassment and defines clear boundaries and consequences.
4. **Affirmative Action:** Committed to increasing representation and participation of minorities through active measures.
5. **Reporting Mechanisms:**
  - Encourages reporting harassment or discrimination to management or directly to Becca Jolly via verbal or written methods.
  - Confidential investigations are conducted promptly upon a report.
6. **No Retaliation:** Protects employees from retaliation for reporting or participating in investigations related to harassment or discrimination.
7. **Disciplinary Actions:**

- Violators are subject to consequences up to termination.
  - Non-employee offenders face actions aimed at halting the misconduct.
8. **Remedies:** Includes corrective measures such as back pay, promotion, or other appropriate actions to address verified discrimination.
  9. **Policy Effective Date:** Implemented April 13, 2023
  10. **Policy Updated Date:** November 16th 2024