

Equal Employment Opportunity and Anti-Discrimination Policy

I. OVERVIEW & SCOPE

_____ of _____, _____, has established an Anti-Discrimination and Equal Employment Opportunity Policy ("EEO"). This EEO policy applies to all aspects of the relationship between _____ and its employees, including, but not limited to, employment, recruitment, advertisements for employment, hiring and firing, compensation, assignment, classification of employees, termination, upgrading, promotions, transfer, training, working conditions, wages and salary administration, and employee benefits and application of policies. These policies apply to independent contractors, temporary employees, all personnel working on the premises, and any other persons or firms doing business for or with _____. Disciplinary action will be taken against any employee or agent in breach of this policy.

II. POLICIES

1. DISCRIMINATION. _____ shall not tolerate, under any circumstances, without exception, any form of discrimination based on race, creed, religion, color, age, disability, pregnancy, marital status, parental status, veteran status, military status, domestic violence victim status, national origin, political affiliation, sex, predisposing genetic characteristics, and any other status protected by the law. This list is not exhaustive. Job promotions will be offered to employees based on merit, experience, and other job-related criteria. For qualified people with disabilities, _____ will make every effort to provide reasonable workplace accommodations that comply with applicable laws. All employees, managers, stakeholders, and agents at _____ will comply with these anti-discrimination policies. In some cases, local laws and regulations may provide greater protections than those described in this policy.

2. HARASSMENT. _____ is committed to providing a work environment that is free from harassment. Any behavior that is unwanted and offensive to the recipient, which creates an intimidating, hostile, or humiliating work environment for that person violates _____ policy. Harassment can occur between members of the opposite sex or the same sex. Harassment, verbal or non-verbal, explicit or implicit, based on an individual's sex, race, ethnicity, national origin, age, religion or any other legally protected characteristics will not be tolerated. All employees, including supervisors, other management personnel, and independent contractors, are required to abide by this policy. No person will be adversely affected in employment with _____ as a result of bringing complaints of harassment.

3. SEXUAL HARASSMENT. Unwelcome sexual advances, requests for sexual favors, and

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Sample Employee Discrimination Policy Manual

N Colangelo



Sample Employee Discrimination Policy Manual:

Creating and Updating an Employee Policy Manual: Policies for Your Practice American Dental Association, 2016-06-01

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The Nonprofit Manager's Resource Directory Ronald A.

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Model Policies and Procedures for Not-for-Profit Organizations Edward J. McMillan, 2008-01-29 What every not for profit must know about accounting tax and reporting requirements In the challenging world of not for profit management executives are held responsible for virtually every aspect of their organization s activities such as legal issues marketing lobbying editorial membership operations budgeting and of course finance For one person to be an authority in every area however is virtually impossible Completely revised and expanded the Fourth Edition of this invaluable tool is useful as a guide to nonprofit accountants financial managers and executives new to the area of financial management Addressing the accounting internal control and office administration issues that confront executives in nonprofit organizations this book Helps professionals develop formal policies in accounting and finance Shows how to strengthen an organization s financial procedures while

assuring board members that they are meeting fiduciary responsibilities Provides more than 200 sample policies and forms both in the book and on the accompanying Web site offering downloadable and customizable versions of those forms Covers major topics including accounting and financial policies office administration policies and internal control and risk reduction policies Contains dozens of new model accounting and financial policies and forms covering Sarbanes Oxley issues codes of ethics identity theft fraud binding arbitrations compensation committees new bank rules fiduciary obligations of board members and many more topics Model Policies and Procedures for Not for Profit Organizations Fourth Edition offers provocative strategies for financial management and serves as a road map to sound fiscal and organizational structure for nonprofit organizations *Practical Guide Employment Law 2004* BBP,2004-05-27 The Practical Guide to Employment Law is a comprehensive desk manual for HR managers risk managers and employment lawyers it covers federal employment laws in plain English giving readers the practical information necessary to apply the laws As well as providing readers with essential court cases and tips for compliance in every chapter the Practical Guide to Employment Law includes a compliance checklist section where readers can learn the various laws that apply to such topics as hiring terminations and benefits it also includes a supervisory training section on several laws including FMLA and ADA Topics covered include the Age Discrimination in Employment Act ADEA the Americans with Disabilities Act ADA COBRA HIPAA Healthcare Continuation Coverage the Drug Free Workplace Act and Drug Testing Employee Polygraph Protection Act of 1988 EPPA Employee Retirement Income Security Act ERISA the Equal Pay Act EPA the Fair Labor Standards Act FLSA the Family Medical Leave Act FMLA the Immigration Reform and Control Act of 1986 IRCA Pregnancy Discrimination Act of 1978 PDA Title VII And The Civil Rights Act of 1991 CRA 91 the Worker Adjustment and Retraining Act WARN the National Labor Relations Act NLRA Plus defamation negligent hiring employee privacy whistle blowing and retaliation wrongful discharge and affirmative action Managing the Dental Team: Guidelines for Practice Success American Dental Association,2016-12-05 Provides dental practices with sample job descriptions guidelines for handling hiring and terminations performance evaluations and salary reviews The Manager's Pocket Guide to Documenting Employee Performance Terry L. Fitzwater,1998 This step by step guide will help you document and change unwanted work behaviors before they become issues leading to termination It is presented in a format that is easy to understand and apply The guide presents specific measures for accurate performance documentation that will protect your organization against discharge litigation The Complete Idiot's Guide to Starting Your Own Business, 6th Edition Ed Paulson,2012-10-01 New content on developing social media and web strategies More than 120 documents available at idiotsguides.com offer time saving ideas as well as bonus chapters *The Personnel Policy Handbook for Growing Companies* Darien McWhirter,1994 **Equal Employment Opportunity 2017 Compliance Guide** Buckley,2016-12-20 Equal Employment Opportunity Compliance Guide 2017 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the

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detailed explanations information on current state and federal laws and more than a hundred sample policies you can tailor to your own workplace 101 Things Everyone Should Know About Tribal Employment Richard G. McGee,2020-10-22 101 Things is about working for a Native American or Indian employer The phrase tribal employer is used to refer to working for a Native American tribe nation pueblo rancheria or community Many aspects of working for a tribal employer are exactly like working for a non tribal employer and many aspects are different This book s objective is to assist tribal leaders and employees who manage others in a tribal workplace understand some of the differences in a tribal workplace and ways to be more effective in those circumstances Tribal employers are unique from non tribal employers and each tribe is unique from other tribes Because tribes are sovereign governments the laws and regulations which apply to non tribal employers may or may not apply to tribal employers That unique aspect of tribes as employers requires leaders and employees to have a working knowledge of self determination sovereignty immunity jurisdiction and whether certain laws apply Understanding these legal concepts and how they impact employment related matters will make tribal leaders and employees more effective in performing their roles The book starts with those legal concepts and moves into employment practices like hiring managing and discipline The Health Care Manager's Human Resources Handbook Charles R. McConnell,2013 McConnell provides a resource for healthcare department managers who must relate to and work with their HR departments and manage their personnel He explores strategies to gain the most value out of an organization s HR department *The Special Events Advisor* David Sorin,2004-04-26 There s no dearth of books on the logistics of event planning but not much has been published to address the legal and business issues that concern the thousands of companies that make up this industry This book covers all the legal and business issues that special events professionals need to understand from contractual considerations to little known governmental regulations with heavy ramifications Ignorance of the law can prove very costly in an industry in which expectations must be met the first time and in our ever more litigious society the need for this niche title is clear

This book delves into Sample Employee Discrimination Policy Manual. Sample Employee Discrimination Policy Manual is a crucial topic that must be grasped by everyone, ranging from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Sample Employee Discrimination Policy Manual, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:
 - Chapter 1: Introduction to Sample Employee Discrimination Policy Manual
 - Chapter 2: Essential Elements of Sample Employee Discrimination Policy Manual
 - Chapter 3: Sample Employee Discrimination Policy Manual in Everyday Life
 - Chapter 4: Sample Employee Discrimination Policy Manual in Specific Contexts
 - Chapter 5: Conclusion
 2. In chapter 1, this book will provide an overview of Sample Employee Discrimination Policy Manual. The first chapter will explore what Sample Employee Discrimination Policy Manual is, why Sample Employee Discrimination Policy Manual is vital, and how to effectively learn about Sample Employee Discrimination Policy Manual.
 3. In chapter 2, this book will delve into the foundational concepts of Sample Employee Discrimination Policy Manual. This chapter will elucidate the essential principles that must be understood to grasp Sample Employee Discrimination Policy Manual in its entirety.
 4. In chapter 3, this book will examine the practical applications of Sample Employee Discrimination Policy Manual in daily life. The third chapter will showcase real-world examples of how Sample Employee Discrimination Policy Manual can be effectively utilized in everyday scenarios.
 5. In chapter 4, this book will scrutinize the relevance of Sample Employee Discrimination Policy Manual in specific contexts. This chapter will explore how Sample Employee Discrimination Policy Manual is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, the author will draw a conclusion about Sample Employee Discrimination Policy Manual. This chapter will summarize the key points that have been discussed throughout the book.
- This book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Sample Employee Discrimination Policy Manual.

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