# Equal Employment Opportunity

**Sample Land Trust (SLT)** is an equal employment opportunity employer. **SLT** does not discriminate against employees or applicants because of race, color, religious creed, age, sex, pregnancy, gender identity or expression, marital status, national origin ancestry, present or past history of mental/intellectual/learning/physical disability, race, veteran status, genetic information, or any other protected characteristic under applicable federal, state, or local law. Employment is based on personal capabilities and qualifications. This applies to all policies and procedures relating to recruiting, hiring, promotion, demotion, transfer, termination, compensation, benefits, training and working conditions. Appropriate disciplinary action will be taken against any employee violating this policy. If an employee feels that they have not been treated in accordance with this policy, the employee should contact their supervisor, or the Executive Director.

In addition, **SLT** will not tolerate retaliation against any person who in good faith makes a complaint or participates in an investigation regarding a violation of this policy. Employees are encouraged to report claims of any form regarding this policy, whether they are the subjects of such behavior or whether they observe or know of a fellow employee or group of employees who are subjected to such behavior without any fear of reprisal. Violations of this policy will not be permitted and may result in disciplinary action up to and including termination.

Adopted as part of Employee Handbook **[DATE]**.