



## **Equal Opportunity Policy:**

Equal Opportunity Policy: Callen-Lorde is committed to doing what is realistically possible to provide equal employment opportunity to all qualified applicants and employees regardless of the individual's real or perceived race, color, creed, religion, ancestry, sex, gender identity or expression, age, affectional or sexual orientation, national origin, disability (including AIDS and HIV), citizenship, marital or familial status, genetic information, veteran or military status, or any other legally protected status.

Our commitment to equal employment opportunity extends to all phases of employment with Callen-Lorde. Callen-Lorde does not discriminate on the above grounds in recruitment, hiring, placement, compensation, promotion, discipline, evaluation, commendations, training, termination, layoff, recall, or any other term or condition of employment.

**Affirmative Action Policy:** Callen-Lorde is also committed to the principle and practice of affirmative action and will make every effort to recruit and hire employees from those groups that have been traditionally under represented in the kinds of positions being filled.

**Diversity Policy:** Callen-Lorde's definition of diversity includes groups that have not been traditionally defined as being underrepresented. These groups include lesbians, gay men, bisexuals, and people of transgender experience. Callen-Lorde shall include these groups in attempting to recruit and hire employees from under represented groups.