



...so that no person goes hungry.

## **Equal Employment Opportunity**

It is EFN's policy that all persons are entitled to equal opportunity in employment. EFN's personnel policies and practices are administered without regard to race, creed, color, religion, gender, sexual orientation, gender expression, marital status, ancestry, national origin, age, physical or mental disability, military or veteran status, or any other basis protected by federal, state, or local law.

Equal opportunity will be provided in all aspects of the employment relationship, including recruitment, hiring, training, promotion, compensation, benefits, transfer, discipline, layoff, recall, and termination. EFN expects all its personnel to work actively to maintain a workplace that is free of unlawful discrimination in all categories and at all levels of employee relations. All employees are expected to refrain from any activities that could be interpreted as discriminatory.

## **Disability Accommodation**

EFN is committed to complying fully with the Americans with Disabilities Act (ADA), and all applicable state and local laws ensuring equal employment opportunities for persons with disabilities. EFN will make reasonable accommodations for individuals with disabilities—as defined under applicable laws—unless doing so would create an undue hardship for EFN. Any qualified applicant or employee with a disability who requires accommodation in order to perform the essential functions of their job should contact the CEO or the Director of Finance and request the appropriate accommodation. Requests for accommodation should specify which essential functions of the employee's job cannot be performed without reasonable accommodation. In many cases, an employee will need to secure medical verification of their need for reasonable accommodation.

## **Non-Discrimination and Anti-Harassment**

EFN is committed to providing a work environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive— including sexual harassment. EFN will not tolerate any actions, words, jokes, or comments based on a person's race, creed, color, religion, gender, sexual orientation, gender expression, marital status, ancestry, national origin, age, physical or mental disability, military or veteran status, or any other basis protected by federal, state, or local law.