



Equal Employment Opportunity Policy

Representation is an International Association of Atheists (IAA) Imperative

Representation, diversity, inclusiveness and respect for all IAA personnel form the basis of IAA's culture and are essential to IAA's success. IAA values each individual's distinct contribution and leverages our collective strengths.

IAA is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of Any Kind

IAA is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at IAA are based on business/nonprofit needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, HIV status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations in the locations where we operate. IAA will not tolerate discrimination or harassment based on any of these characteristics.

IAA's Commitment to a Workplace Free of Discrimination and Harassment is Far-Reaching

IAA's commitment to equal employment opportunity applies to all persons involved in the operation of IAA's business and prohibits discrimination or unlawful harassment by or between any IAA employee, including officers, supervisors and coworkers, volunteers, applicants for employment at IAA, or by or between any IAA employee and any employee of IAA's customers, independent contractors, vendors or other strategic partners. All personnel are responsible for maintaining a work atmosphere free from discrimination and unlawful harassment by treating others with dignity and respect.

Unlawful Harassment is Prohibited

Unlawful harassment can take several forms, including verbal, visual or physical conduct that creates an offensive, hostile or intimidating work environment. Conduct that can contribute to unlawful harassment includes, but is not limited to:

- Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations or comments
- Visual conduct such as derogatory and/or sexually oriented posters, photography, cartoons, drawings or gestures
- Physical conduct such as assault, unwanted touching, blocking normal movement or interfering with work because of sex, race or any other protected characteristic
- Threats and demands for sexual favors as a condition of continued employment or to avoid some other loss, and offers of employment benefits in return for sexual favors
- Retaliation for having reported or threatened to report harassment

IAA Personnel Are Encouraged to Report Discrimination, Harassment, Retaliation or the Threat of Retaliation

IAA employees who witness or believe they have been subjected to discrimination, harassment, retaliation or other inappropriate conduct are encouraged to report such conduct immediately in accordance with the Code of Conduct. All such reports will be investigated promptly and as confidentially as possible and appropriate corrective action will be taken. No person who makes good faith reports of discrimination, harassment or retaliation will be subjected to reprisal or damage to their career, reputation or employment at IAA.

IAA Strives to Reasonably Accommodate Its Employees

IAA provides equitable treatment and reasonable accommodations for personnel and applicants in accordance with federal, state and local laws. A reasonable accommodation for an employee with a disability may include modification of policies and procedures, an adjusted work schedule, special equipment or transportation, or other job modification to optimize the individual's job performance if such accommodation does not result in an undue hardship to IAA's business.

Individuals who desire a workplace accommodation under any applicable law may make a request for such an accommodation, preferably in writing, to an Executive Director.

Enforcement and Potential Discipline

Employees who violate this policy will be subject to disciplinary action, up to and including termination of employment from IAA.

Revisions and Revocation

This policy in no way constitutes a contract between IAA and any employee and may be revised or revoked at any time, with no advance notice.