

## 4.1 ANTIDISCRIMINATION, ACCOMODATIONS, & EQUAL EMPLOYMENT OPPORTUNITY

LCBSS is committed to developing, maintaining, and supporting a comprehensive policy of equal opportunities in employment within the organization. LCBSS is an equal opportunity employer and does not tolerate discrimination against any employee because of race, color, national origin, citizenship, ancestry, religion (except where religion is a bona fide occupational qualification), ethnicity, sex, gender, sexual orientation, gender identity, age, marital status, pregnancy, disability, genetic information, veteran status, or any other characteristic protected by applicable federal, state, or local laws or regulations. Our policy is to seek out and employ qualified people; to provide all employees equal opportunity based on merit; and to administer all employment-related activities in a non-discriminatory manner.

LCBSS's equal employment policy applies to all terms and conditions of employment, including but not limited to advertising, recruitment, hiring, placement, compensation, benefits, training, education, promotion, demotion, transfer, separation, layoff, termination, and all other conditions of employment. LCBSS strives to maintain an environment that is pleasant, healthful, comfortable, and free of discrimination, intimidation, coercion, hostility, or any other behavior that might interfere with an employee's work performance. Accordingly, LCBSS strictly prohibits discrimination based on any protected characteristic. This prohibition applies to all employees, applicants, donors, volunteers, vendors, partner agencies, or other outside parties with whom employees come into contact during the course of performing their job duties at LCBSS.

LCBSS complies with the Americans with Disabilities Act and all related state and local laws. Consistent with those requirements, LCBSS will reasonably accommodate qualified individuals with a disability if such accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship. If you believe you need an accommodation, please refer any such request to the Human Resources Department. LCBSS will also, where appropriate, provide reasonable accommodations for an employee's religious beliefs or practices.