SHARLOT HALL HISTORICAL SOCIETY
NON-DISCRIMINATION POLICY

In recognition of its legal and moral obligations, the Sharlot Hall Historical Society hereby commits itself to a policy of nondiscrimination as follows:

• The Sharlot Hall Historical Society shall not discriminate on the basis of race, color, national origin, religion, age, disability, genetic information, sex, pregnancy, military or veteran status, or any other status protected by federal law, state law, or regulation. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, job assignments, accessibility, working conditions, and special assignments.

• All Sharlot Hall Historical Society management personnel shall actively support recruitment and career development programs to ensure equitable representation of individuals on a non-discriminatory basis, in all job categories and pay grades.

• The Sharlot Hall Historical Society shall not tolerate discrimination in the agency as it creates an intimidating, degenerating, hostile, and offensive working environment. Each employee has an affirmative duty to maintain a workplace free of harassment, intimidation, discrimination. The Department of Insurance and Financial Institutions prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.

• The Sharlot Hall Historical Society will post the Non-Discrimination Policy throughout departmental facilities and communicate electronically either by email and/or by posting on employee-facing websites/intranet pages, as appropriate.

• All written bid announcements, requests for proposals, employment announcements, requests for applications, program brochures, literature, and general solicitations shall include the phrase:

  "AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY"

The Sharlot Hall Historical Society is committed to ensuring that all its employees can work in an environment free from harassment, discrimination, and retaliation.

As Executive Director of the Sharlot Hall Historical Society, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the Equal Opportunity Plan throughout all levels of the Department, David Hernandez shall serve as the Equal Opportunity Administrator for the Sharlot Hall Historical Society. David Hernandez may be contacted at 928-277-2010 and david.hernandez@sharlothalломuseum.org
This policy is accessible to employees on the Sharlot Hall Museum website www.sharlothallmuseum.org.

Lisa Hayes/ Executive Director

Date

3/24/2023

Any employee who has any questions or concerns about this policy should talk with David Hernandez at 928-277-2010 or david.hernandez@sharlothallmuseum.org.