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## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

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The Authority is committed to the principle of equal employment opportunity and antidiscrimination pursuant to Title VII of the 1964 Civil Rights Act as amended by the Equal Opportunity Act of 1972 and the New Jersey Law Against Discrimination ("NJLAD") and all other applicable state or federal laws. Under no circumstances will the Authority discriminate on the basis of sex, race, creed, color, religion, national origin, ancestry, age, marital status, political affiliation, affectional or sexual orientation, domestic partnership status, civil union status, atypical heredity, cellular or blood trait, genetic information, disability (including perceived disability, physical, mental, and/or intellectual disabilities, AIDS or HIV infection), pregnancy (including pregnancy related medical condition), childbirth, breastfeeding, liability for service in the United States armed forces, veteran status, citizenship status, gender identity or expression, and/or any other characteristic protected by law. Equal employment opportunity applies to all terms and conditions of employment. Accordingly, decisions regarding hiring, promotion, transfer, demotion or termination are based solely on the qualifications and performance of the employee or prospective employee.

The CMCMUA expressly prohibits any form of unlawful employee harassment or discrimination based on any of the characteristics mentioned above. Improper interference with the ability of employees to perform their expected job duties will not be tolerated. If any employee or prospective employee has questions or concerns about any type of discrimination or harassment in the workplace, or feels they have been treated unfairly, are encouraged to bring these issues to the attention of their supervisor, or if they prefer, their Program Manager, the Director of Training and Development/Employee Relations, the Human Resources Director, the Executive Director, the CMCMUA Attorney, or any other supervisor with whom they feel comfortable, using the complaint procedure set forth in the Policy Against Harassment set forth in this Manual. Supervisors and other CMCMUA officials should promptly advise the Director of Training and Development/Employee Relations or the Human Resources Director of any reported and/or suspected violations of this policy.

The CMCMUA will not allow any form of retaliation against individuals who raise issues of equal employment opportunity. If an employee feels he or she has been subjected to any such retaliation, they should bring it to the attention of the Director of Training and Development/Employee Relations or the Human Resources Director.