

Equal Employment Opportunity

United Way of Utah County does not discriminate against any employee or applicant because of the following legally protected characteristics: race, color, religion or creed, national origin, sex, gender identity, sexual orientation, pregnancy (including childbirth, lactation and related medical conditions), age, marital status, physical or mental disability, veteran status, genetic information (including characteristics and testing), or any other characteristic protected by federal, state or local law. This policy covers all personnel practices, including but not limited to hiring, promotion, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rate of pay or other forms of compensation, selection for training and employee benefits.

To implement this policy, United Way of Utah County will continue to:

- Recruit, hire, train, and promote persons in all job classifications without regard to any protected characteristics, and to provide equal employment opportunities to disabled veterans and Veterans of the Vietnam Era;
- Base decisions on employment so as to further the principle of equal employment opportunity;
- Ensure that promotion decisions are in accord with principles of Equal Employment Opportunity by imposing only valid business requirements for promotional opportunities; and
- Ensure that all personnel actions (including but not limited to compensation, benefits, transfers, layoffs, and United Way of Utah County-sponsored training, education, social and recreation programs) will be administered without regard to any legally protected characteristics.