



****Equal Opportunity Employment Policy****

House of Hope Refuge of Love, Inc. is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic under applicable law. This policy applies to all terms and conditions of employment, including recruitment, hiring, placement, promotion, termination, layoff, transfer, leaves of absence, compensation, and training.

****Our Commitment:****

1. ****Diversity and Inclusion:**** We value diversity and are committed to fostering an inclusive workplace where everyone feels respected and valued. Our organization believes that diversity enhances our ability to achieve our mission.
2. ****Equal Opportunity:**** All employment decisions are made based on merit, qualifications, and business needs. We do not discriminate against employees or applicants based on any protected status.
3. ****Accommodation:**** We are dedicated to providing reasonable accommodations for individuals with disabilities to ensure that they can perform the essential functions of their jobs. If you require accommodation, please contact Human Resources.
4. ****Harassment-Free Workplace:**** Our organization is committed to maintaining a workplace free from harassment, including but not limited to, harassment based on race, color, religion, sex, sexual orientation, gender identity, or any other protected characteristic.
5. ****Compliance:**** We comply with all applicable federal, state, and local laws regarding nondiscrimination and equal employment opportunities.

****Responsibilities:****

- ****Leadership:**** Our leadership team is responsible for fostering a culture of equal opportunity and inclusion within the organization.
- ****Human Resources:**** Our HR department is available to address concerns related to equal opportunity and to provide guidance on accommodations, reporting procedures, and related matters.

****Reporting Discrimination or Harassment:****

If you believe you have experienced discrimination, harassment, or any violation of this Equal Opportunity Employment Policy, please report it to Human Resources or your supervisor.



Reports will be treated confidentially to the extent possible, and a prompt and thorough investigation will be conducted.

****No Retaliation:****

Retaliation against individuals who report discrimination or harassment or who participate in an investigation is strictly prohibited. Our organization is committed to protecting individuals who make good faith reports.

****Review and Revision:****

This Equal Opportunity Employment Policy will be reviewed periodically and updated as necessary to ensure its continued effectiveness.

****Contact Information:****

If you have any questions or concerns regarding this policy or wish to report an incident, please contact our Human Resources Department.

Most Recent Date of Policy: September 6, 2023