

## EQUAL EMPLOYMENT OPPORTUNITY

RAILS will provide equal opportunity to all employees and applicants for employment free from unlawful discrimination ~~regardless of race, color, religion, age, sex, pregnancy, national origin, ancestry, disability (mental or physical), military status, marital status, order of protection status, genetic information, sexual orientation, parental, and gender identity status,~~ all in accordance with applicable law. Such action shall include, but is not limited to initial consideration for employment; job placement and assignment of responsibilities; performance evaluation; promotion and advancement; compensation and fringe benefits; training and professional development opportunities; formulation and application of human resource policies and rules; facility and service accessibility; and discipline and termination.

RAILS is an equal employment opportunity employer and will not discriminate against any employee or applicant for employment in a manner that violates applicable ~~state~~ federal, state, and local laws governing nondiscrimination in employment.

Any employee who believes this policy has been violated should report the situation to a RAILS supervisor ~~their immediate supervisor~~, Human Resources, or the Executive Director. All complaints in such matters will be held in confidence, thoroughly investigated, and remedied in accordance with applicable law. ~~rectified if a policy violation is identified~~. Please refer to the policy governing sexual and other types of harassment for more detailed information concerning RAILS' investigative complaint procedures.

RAILS strongly encourages the use of its complaint process in this policy as necessary and assures its employees that RAILS will take no unlawful retaliation against any person participating in the complaint process. ~~they need fear no reprisals for bringing forth a good faith claim, regardless of the results of any investigation.~~

RAILS expressly prohibits any form of unlawful workplace ~~harassment~~ harassment or retaliation based on any of the protected classes identified above or that are protected from harassment by in violation of applicable federal, state or local law.

[For more information about protections in equal employment, visit the U.S. Equal Employment Opportunity Commission.](#)

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