

EQUAL EMPLOYMENT OPPORTUNITY (EEO)

- 1.) All employees and job applicants are guaranteed equality of employment opportunity. Essentially, this means that ELGA Credit Union will not discriminate against any employee or applicant on the basis of race, color, religion, sex, age, national origin, disability, height, weight, marital status, or any other legally protected category.
- 2.) All recruitment, selection, placement, training, and layoff decisions made by ELGA Credit Union's supervisors or managers will be based solely on the job-related qualifications and abilities of candidates. In some cases, seniority may be treated as a factor to be considered in the selection process.
- 3.) All employees who apply for a promotion or transfer will be given equal consideration. Assuming that an opening exists, the qualifications of candidates for a promotion or transfer will be assessed primarily on the basis of an individual's ability and merit (as demonstrated by the individual's performance record.) In cases where two or more candidates compile equal ratings in terms of overall ability or merit, the most senior applicant may be awarded the position.
- 4.) All other personnel policies and practices of ELGA Credit Union, including compensation, benefits, discipline, and safety and health programs, as well as social and recreational activities, will be administered and conducted without regard to any individual's race, color, religion, sex, age, national origin, disability, height, weight, marital status, or any other legally protected category.
- 5.) ELGA Credit Union will take all necessary steps to ensure that each employee's work environment is free of unlawful discrimination or harassment based on race, color, religion, sex, age, national origin, disability, height, weight, marital status, or any other legally protected category.
- 6.) ELGA Credit Union will continually review its personnel practices and procedures to ensure that all supervisors and managers are adhering to ELGA Credit Union's commitment to Equal Employment Opportunity principles.
- 7.) Employees who have EEO related questions, problems, or complaints should communicate their concerns to the CEO.