



## EQUAL EMPLOYMENT OPPORTUNITY POLICY

Marin Water is an equal opportunity employer. Marin Water does not discriminate against qualified applicants or employees with respect to any terms or conditions of employment based on an applicant's or employee's race, color, religion, ancestry, national origin, age (over 40), sex (including pregnancy, childbirth, and related medical conditions), sexual orientation, gender identity, marital status, domestic partner status, parental status, political affiliation, veterans' status, disabilities (physical and mental), medical condition, or any other characteristic protected by federal or state law or local ordinance.

As part of this policy to ensure equal employment opportunity, the district will provide reasonable accommodation to allow people with disabilities to apply for and perform their jobs. Any person in need of a reasonable accommodation must contact the district's human resources manager. We will then discuss with the applicant or employee the reasonable accommodations that the district may be able to provide to enable that person to perform the essential functions of his or her job. Reasonable accommodations are determined on a case-by-case basis but might include such things as equipment to assist job performance, making facilities accessible, modifying work schedules, granting leave, training, job restructuring, or reassignment to a vacant position.

All employees are charged with the responsibility of furthering equal employment opportunity by identifying and reporting incidents of discrimination. District managers and supervisors are further required to ensure that principles of equal employment opportunity and non-discrimination are followed with regard to recruitment, hiring, placement, promotion, transfer, demotion, layoff, termination, pay and other forms of compensation, training, and general treatment of employees during employment.

In any instance where an employee believes that this policy has been violated, that employee is encouraged to consult with the district's human resources manager with the assurance that no reprisals (retaliation) or otherwise adverse action will be taken against the employee. All allegations of discrimination and reprisal will be taken seriously and promptly investigated as described in the district's Anti-Harassment and Discrimination Policy. Appropriate remedial actions will be taken with respect to any substantiated allegations.