

# Equal Opportunity Employer Statement

UWSCMI is an equal opportunity employer. It does not discriminate against individuals based on race (including traits historically associated with race such as hair texture and protective hairstyles), color, ethnicity, religion, national origin, language, sex, gender identity and expression, sexual orientation, family or marital status, pregnancy, age, disability, weight, height, genetic information, socio-economic status, veteran status, citizenship, and any other legally protected class in any aspect of employment. In addition, UWSCMI will not take into consideration for employment purposes membership/or non-membership in any labor organization, political affiliation, or record of arrest without conviction. It is the responsibility of all team members to support this policy. Team members who feel they have been treated in a manner that is in violation of this policy should report the situation by following the procedure listed under Concern Reporting in the Harassment, Discrimination and Retaliation policy contained in this Handbook. This includes treatment from co-workers, supervisors, donors, and the public. Any behavior considered inappropriate, offensive, or intimidating based on a protected class is not acceptable and will not be tolerated. All team members are encouraged to report conduct that may also violate criminal law to Human Resources, the President & Executive Officer, and to local law enforcement.



**UNITED WAY**  
South Central Michigan