

Equal Employment Opportunity

Policy Statement

The policy of Paws With A Cause is to select, develop and promote employees based on the individual's ability and job performance. Paws With A Cause is an Equal Employment Opportunity employer.

It is against the policy of Paws With A Cause for any employee to discriminate against an applicant for employment or another employee on the basis of race, color, religion, religious creed, sex (including pregnancy), age, height, weight, familial or marital status, sexual orientation, gender identity, national origin, genetic information or any other classification protected by applicable discrimination laws. Furthermore, no employee of PAWS is to discriminate against any applicant or fellow employee on the basis of a disability or status as a disabled veteran or veteran of the Vietnam era. Paws With A Cause will make reasonable accommodations, including modification of Paws policies and procedures in appropriate cases for qualified individuals with disabilities, if it can do so without undue hardship or direct threat to the safety or health of the employee or others, and to the extent that the organization has received a timely request of the need for accommodation.

Procedure

This policy applies to all aspects of the relationship between PAWS and its employees, including, but not limited to:

- Recruitment
- Employment
- Promotion
- Transfer
- Training
- Working conditions
- Wages and salary administration
- Employee benefits and application of policies

Employees should direct any EEO concerns or violations of this policy to their supervisor or Human Resources. Employees will not be punished or retaliated against for reporting discrimination concerns or violations. PAWS will protect the confidentiality of individuals who report discrimination or participate in a discrimination investigation, to the greatest possible extent. PAWS will provide prompt, thorough and impartial investigation of complaints. PAWS' employees may be disciplined up to and including termination. PAWS also may use the Alternative Dispute Resolution Procedure if needed.

Clients

Our Clients deserve to be treated with dignity and respect. In the spirit of EEO, we will not discriminate against our Clients in our policies and interactions. Clients should direct any EEO concerns to the Client Relations Manager and may use the Alternative Dispute Resolution Procedure if needed.