

## POLICY STATEMENT

### **Equal Employment Opportunity**

The Getty is committed to providing a work environment that is free of discrimination and harassment.

The Getty expects each employee to take responsibility for maintaining an atmosphere of equal opportunity by demonstrating sensitivity to and respect for social, cultural, religious, and physical differences.

It is the policy of the Getty to provide equal employment opportunity to all employees and applicants and to comply with all applicable laws prohibiting unlawful discrimination in employment. This commitment encompasses all aspects of the employer-employee relationship, including recruitment, selection, assignment, promotion, demotion, transfer, layoff and recall, termination, and training. The Getty will not unlawfully discriminate against qualified applicants, employees, or independent contractors on the basis of race, color, national origin, ancestry, sex, sexual orientation, gender identity, age (40 and over), religion, creed, physical or mental disability, medical condition, marital status, military service status, or other basis protected by law. Nor will the Getty unlawfully discriminate based upon the perception that an applicant, employee, or independent contractor is in a protected group or because an applicant, employee, or independent contractor associates with someone in a protected group.



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