

# Equal Opportunity and Non-Discrimination

## 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, gender identity, gender expression, age, religion, physical disability, mental disability, medical condition, genetic characteristic or information, pregnancy, breastfeeding or related medical condition, marital status, military and veteran status, or any other characteristic protected by state or federal law.

## Policy Against Discriminatory Harassment

The Getty is committed to providing an environment that is free of discrimination and harassment and in which all individuals are treated with respect and dignity. This *Policy Against Discriminatory Harassment* is one aspect of the Getty's overall commitment. The Getty will not tolerate discrimination, discriminatory harassment, or retaliation against anyone for complaining about discrimination or discriminatory harassment.

This policy applies to all members of the Getty community, including but not limited to employees, independent contractors and their employees, and volunteers. It applies not only to the treatment of subordinates and co-workers, but also to interactions with others who visit or work at or with the Getty. This policy defines discriminatory harassment, addresses the rights and responsibilities of members of the Getty community, and describes how to avoid and report discriminatory harassment.

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