

## **Equal Employment Opportunity / Harassment-Free Workplace**

The International Association of Black Actuaries (IABA) adheres to all applicable federal, state and local employment laws. The association is committed to equal opportunity that recognizes the value each individual brings to the organization.

IABA policy prohibits any form of discrimination by its officers, directors, volunteers or employees based on race, color, religion, age, disability, gender, sexual orientation, gender identity, national origin, marital status, citizenship, veteran status, or any other characteristic protected by applicable federal, state or local law. Harassment based on a protected status is also prohibited, including sexual harassment.

Sexual harassment can occur when:

- Hiring, promotion, raises, bonuses or other benefits are contingent on sexual favors, or;
- Unwelcome sexual conduct, language, gestures or jokes create an intimidating, hostile, or offensive work environment, or unreasonably interfere with an employee's work performance.

IABA's commitment to equal opportunity extends to all job-related areas such as employment, compensation, benefits, training availability, transfers, promotions, disciplinary actions, and terminations.

**Complaints and Concerns:** IABA employees or volunteers who believe they may have been subjected to inappropriate or unfair conduct should not hesitate to bring their concerns to the attention of an IABA Board member. Anyone who discriminates, harasses or otherwise acts unprofessionally towards another will be subject to appropriate corrective action, including dismissal. Anyone who receives reports of alleged sexual harassment, racial harassment or discrimination should notify an IABA Board member immediately.