



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Lutheran Home Association's policy is to provide Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof.

It is the policy of The Lutheran Home Association not to discriminate, and to provide equal employment opportunity to all qualified persons regardless of race, color, sex, sexual orientation, gender identity, religion, national origin, disability, protected veteran status, or other protected classifications. This policy is applied to all employment actions including, but not limited to, recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training including apprenticeship.

In carrying out this policy, no employee or applicant shall be subjected to harassment, intimidation, threats, or discrimination because the employee or applicant engages in any of the following activities:

- Filing a complaint;
- Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Executive Order 11246 ("EO 11246"), Section 503 of the Rehabilitation Act of 1973 ("Section 503"), Vietnam Era Veterans' Readjustment Assistance Act ("VEVRAA"), and their implementing regulations, or any other applicable federal, state, or local law requiring equal opportunity for qualified individuals;
- Opposing any unlawful act or practice made unlawful by EO 11246, Section 503, VEVRAA, and their implementing regulations, or any other applicable federal, state, or local law requiring equal opportunity for qualified individuals; or
- Exercising any other right protected by EO 11246, Section 503, VEVRAA, or their implementing regulations or any other applicable federal, state, or local law requiring equal opportunity for qualified individuals.

The Lutheran Home Association's CEO is committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure its dissemination and implementation throughout all levels of TLHA, the above entities have selected the Vice President of Human Resources of The Lutheran Home Association as the Affirmative Action Officer.

In furtherance of our policy of Affirmative Action and Equal Employment Opportunity, we have developed a written Affirmative Action Program, which contains specified and results-oriented procedures to which The Lutheran Home Association is committed to apply every good faith effort. Such elements of The Lutheran Home Association's Affirmative Action Program will enable applicants and employees to know and avail themselves of its benefits and is available for review, upon request, during normal business hours.

The Lutheran Home Association invites all applicants for employment and employees to become aware of the benefits provided by the Affirmative Action program.