

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Sanford Burnham Prebys Medical Discovery Institute has been and will continue to be an equal employment opportunity employer. The following steps will be taken to ensure the full implementation of this equal employment policy.

- a. All actions will be consistent with local, state, and federal law and applicable regulations and executive orders, prohibiting illegal discrimination and preferences, including but not limited to FEHA, ADA, Title VII, USERRA, and VEVRAA.
- b. Persons are recruited, hired, assigned, and promoted without regard to gender, sex, religion, race, national origin, citizenship, age, disability, perceived disability, pregnancy, pregnancy-related condition, reproductive health decisions, sexual orientation, gender identity, gender expression, genetic information, HIV/AIDS, marital status, covered veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- c. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, and social recreation programs are administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- d. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

The EEO Coordinator ensures compliance with EEO laws, policies, and regulations, promoting a fair and inclusive workplace. The EEO Coordinator will also periodically analyze the Institute's personnel actions and effects to ensure compliance with our equal employment policy and administer the audit and reporting system.

If you, as one of our employees or as an applicant for employment, have any questions about this policy, please contact the EEO Coordinator during regular business hours. Marina Garcia is the EEO Coordinator and can be contacted at (858) 646-3100 ext. 5021 or [mgarcia@sbpdiscovery.org](mailto:mgarcia@sbpdiscovery.org).