



### **Non-Discrimination Policy**

It is the policy and commitment of **Golden AS** that it does not discriminate based on race, age, color, sex, gender expression, national origin (ancestry), physical or mental disability, religion (creed), marital status, sexual orientation, or military status, in any of its activities or operations.

### **Equal Employment Opportunity**

**Golden AS** is committed to a policy of equal employment opportunity and does not discriminate in the terms, conditions, or privileges of employment on account of race, age, color, sex, national origin, physical or mental disability, or religion or otherwise as may be prohibited by federal and state law.

Any employee, board member, volunteer or client who believes that s/he or any other affiliate of **Golden AS** has been discriminated against is strongly encouraged to report this concern promptly to the CEO.

### **Discriminatory Harassment**

Harassment or intimidation of a client, staff person or guest because of that person’s race, age, color, sex, national origin, physical or mental disability, or religion is specifically prohibited and may be grounds for termination. Harassment and intimidation include abusive, foul, or threatening language or behavior. **Golden AS** is committed to maintaining a workplace that is free of any such harassment and will not tolerate discrimination against staff members, volunteers, or agency clients.

Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the Executive Director or immediate supervisor and, if substantiated, prompt action will be taken.

***Nikolaos Polykandriotis – CEO***

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