

Subject: Equal Opportunity

Reference: P-200.01

**Suggested Questions:**

***What was the purpose of Title VII of the Civil Rights Act of 1964?*** To protect applicants and employees from discrimination in employment and to provide equal opportunity to all.

***What are protected categories? Name the protected categories.*** Protected categories are those defined groups that are protected by the law. Race, color, religion, age, national origin, disability, or veteran status.

***What actions are included for protection under the Civil Rights Act?*** All aspects of the employment relationship, including hiring, training, promotion, job assignment, compensation, discipline, termination, and application of the Club's policies, procedures, and benefits.

***Beyond the requirements of the law, what is the underlying principle behind fair and non-discriminatory treatment of all employees?*** The quality and strength of any team is dependent upon the qualities and strength of each team member. To the extent that any employee is not valued, not treated fairly, or is otherwise discriminated against, the strength of the team is diminished.

- A. Policy. It is the policy of the Club to comply with the requirements of Title VII of the Civil Rights Act of 1964, commonly referred to as Equal Employment Opportunity.
- B. Discussion
1. The Civil Rights Act requires employers to provide equal employment opportunities and not to discriminate on the basis of race, color, religion, age, sex, national origin, disability, or veteran status. This policy covers all aspects of the employment relationship, including hiring, training, promotion, job assignments, compensation, discipline, termination and application of all of the Club's policies, procedures and benefits.
  2. The Club fully supports this requirement. Not only is it the law, but it also makes good business sense to ensure access to the most qualified individuals available for any position without regard to race, color, religion, age, sex, national origin, disability, or veteran status.
  3. All actions such as recruiting, hiring, training, disciplining, evaluation, promotion, and administering any and all personnel actions are done without regard to race, color, religion, age, sex, national origin, disability, veteran status or sexual orientation.
  4. All employees are required to fully support this policy.