



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Climate Rights International (CRI) is committed to non-discrimination and equal employment opportunity for all employees and applicants without regard to race, color, religion, national origin, sex, age, marital status, sexual orientation, disability, political affiliation, personal appearance, family responsibilities, matriculation or any other characteristic protected under U.S. federal, state or local law, or relevant law in other jurisdictions. Each person is evaluated on the basis of personal skill and merit. *CRI's* policy regarding equal employment opportunity applies to all aspects of employment, including recruitment, hiring, job assignments, promotions, working conditions, scheduling, benefits, wage and salary administration, disciplinary action, termination, and social, educational and recreational programs. The Executive Director, or their designee, shall act as the responsible agent in the full implementation of the Equal Employment Opportunity policy.

CRI will not tolerate any form of unlawful discrimination. All employees are expected to cooperate fully in implementing this policy. In particular, any employee who believes that any other employee of *CRI* may have violated the Equal Employment Opportunity Policy should report the possible violation to the Executive Director or, if the alleged violation involves the Executive Director, to the Vice-Chair of the Board of Directors.

If *CRI* determines that a violation of this policy has occurred, it will take appropriate disciplinary action against the offending party, which can include counseling, warnings, suspensions, and termination. Employees who report, in good faith, violations of this policy and employees who cooperate with investigations into alleged violations of this policy will not be subject to retaliation. Upon completion of the investigation, *CRI* will inform the employee who made the complaint of the results of the investigation to the extent practicable while respecting the parties' confidentiality and privacy.

CRI is also committed to complying fully with applicable disability discrimination laws and ensuring that equal opportunity in employment exists at *CRI* for qualified persons with disabilities. Per applicable law, reasonable accommodations will be available to all qualified disabled employees, upon request, so long as the potential accommodation does not create an undue hardship, as defined by law, on *CRI*. Employees who believe that they may require an accommodation should discuss these needs with the Executive Director, or their direct supervisor.

Approved by the Board.