



## **The Sixth Floor Museum at Dealey Plaza Equity, Diversity and Inclusion Policy**

June 2019

- It is the policy of the Museum to promote equal employment opportunities through a positive, continuing program of specific practices designed to ensure the realization of equal opportunity employment.
- To implement these policies, the Museum will continue to:
  - Recruit, hire, train, promote and make all other employment-related decisions without regard to race, color, religion, sex (including pregnancy, childbirth or related medical conditions), age, national origin, citizenship status (if authorized to work in the United States), disability, veteran status, sexual orientation, genetic information or any other legally protected characteristic or class.
  - Ensure that all personnel actions, including, but not limited to, compensation, benefits, transfers, layoffs, Museum sponsored training, education and tuition assistance, and social and recreational programs are administered without regard to race, color, religion, sex (including pregnancy, childbirth or related medical conditions), age, national origin, citizenship status (if authorized to work in the United States), disability, veteran status, sexual orientation, genetic information or any other legally protected characteristic or class.
  - Equal employment opportunity is not only the law, it is the principle of the Museum operation. Each employee is expected to cooperate to achieve this goal. All members of management are responsible for implementing this policy within their areas of responsibility.
  - This policy of Equal Opportunity Employment applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, termination and all other terms and conditions of employment.
  - Human Resources has the overall responsibility for this policy and maintains reporting and monitoring procedures. Employees questions or concerns should be referred to Human Resources.
  - If any employee believes in good faith that he or she is the victim of any type of discrimination, the employee should immediately follow the procedure for reporting discrimination or harassment set forth in the Employee Handbook. No adverse employee action will be taken against any employee who makes a good faith report of alleged discrimination or harassment or who cooperates in any investigation. Appropriate disciplinary action may be taken against any employee who violates this policy.