



of Metropolitan Dallas

Equal Opportunity Employment Opportunity & Non-Discrimination Policy

At Girls Inc., employment is based upon one's capabilities and qualifications. It is the policy of Girls Inc. to ensure equal employment opportunity without discrimination or harassment on the basis of race, color, sex, religion, national origin, citizenship, pregnancy, sexual orientation, gender identity, age, disability, genetic information, military status and political belief or any other protected characteristic as protected by law. Girls Inc. prohibits and will not tolerate any such discrimination or harassment by supervisors or employees. Girls Inc. will not tolerate harassment of our employees by anyone, including vendors.

The policy of Equal Employment Opportunity and non-discrimination applies to all policies and procedures relating to recruitment, hiring, training, evaluation, promotion, compensation, benefits, transfer, layoff, termination and all other privileges and conditions of employment.

Employees' questions or concerns relating to Equal Employment Opportunity, discrimination and harassment, should be referred to the Office of People and Culture. Appropriate disciplinary action will be taken against any employee violating this policy.

As a measure of creating awareness, Girls Inc. will include the statement, 'Equal Opportunity Employer' in all advertisements and job postings.