

## TEXAS CENTER FOR THE MISSING ANTI-DISCRIMINATION POLICIES

### For Employees:

Texas Center for the Missing is committed to, and actively supports, the spirit and the intent of an equal employment opportunity as defined by federal, state, and local laws. It is Texas Center for the Missing's policy to ensure the administration of all human resource policies and procedures, including recruitment, advertising, hiring, selection for training, compensation, promotion, demotion, discipline, layoff, and termination without regard to race, color, creed, ancestry, national origin, citizenship, sex or gender (*including pregnancy, childbirth, and pregnancy-related conditions*), gender identity or expression (*including transgender status*), sexual orientation, marital status, religion, age, disability, genetic information, service in the military, or any other characteristic protected by applicable federal, state, or local laws and ordinances.

Pertinent equal opportunity laws are posted in public areas of the Texas Center for the Missing workplace in the CAC building for review by individual employees. These pertinent laws include:

- *Equal Pay Act (1963)*: Prohibits any discrepancies in pay between men and women who are assigned to or perform the same job.
- *Title VII of the Civil Rights Act (1964)*: Prohibits employment and other practices that discriminate against people on the basis of race, gender, color, religion, or national origin.
- *Age Discrimination in Employment Act (ADEA) (1967)*: Prohibits discrimination against employees who are age 40 or older.
- *Rehabilitation Act (1973)*: Protects the rights of handicapped people from discrimination (a handicapped person is defined as someone with either a physical or mental impairment that critically constrains his or her activity).
- *Pregnancy Discrimination Act (1978)*: Requires employers to regard pregnancy as a "medical condition" and not to exclude pregnant employees from the same benefits and medical leave policies.
- *Immigration Reform and Control Act (1986, 1990, and 1996)*: Establishes penalties for employers who knowingly hire illegal aliens.

- *Americans with Disabilities Act (ADA) (1990)*: Gives people with physical or mental disabilities greatly increased access to public services and requires employers to provide reasonable accommodations for applicants and employees with disabilities.
- *Older Workers Benefit Protection Act (1990)*: Prohibits age-based discrimination in early retirement and other benefit plans of employees who are age 40 or older.
- *Family and Medical Leave Act (1993)*: Grants to qualified employees the right to unpaid leave for specific family or health-related reasons without the fear of losing their jobs.

All employment-related decisions at Texas Center for the Missing are made based on an individual's qualifications, training or education, skills, and willingness to abide by organization policies and procedures and interest in positions available.

### **For Clients and Program Recipients and Attendees:**

Texas Center for the Missing does not discriminate on the basis of race, color, national origin, religion, sex, gender, sexual orientation, service in the military, disability, nor age in the delivery of any services.