

## **EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY**

WISE & Healthy Aging provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service, or other non-merit based factors race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or expression, national origin, genetic information, veteran status, or any other characteristic protected by federal law.

In addition to federal law requirements, WISE & Healthy Aging complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training. This policy also extends to include volunteers and interns associated with WISE & Healthy Aging.