## IVolunteer International: Equal Employment Opportunity Policy (EEO) Board Approved on: May 2, 2019

It is the policy of IVolunteer International not to discriminate against any applicant for employment, or any staff and volunteer because of age, color, sex, disability, national origin, race, religion, or veteran status.

IVolunteer International will take affirmative action to ensure that the Equal Opportunity Employment (EEO) Policy is implemented, with particular regard to: advertising, application procedures, compensation, demotion, employment, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

IVolunteer International will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is company policy and all employment decisions are based on individual merit only.

All current employees of IVolunteer International are encouraged to inform qualified disabled persons, minorities, special disabled veterans, and veterans to apply for employment with IVolunteer International.

It is the policy of IVolunteer International to ensure and maintain a working environment free of coercion, harassment, and intimidation at all work functions. Any violation of the policy should be immediately reported to the Executive Director of IVolunteer International.

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Revised: 03/2019