

## **Board Policy 5003: Equal Employment Opportunity**

The Claremont Colleges, Inc. (TCC) is an equal opportunity employer. TCC managers make employment decisions on the basis of merit, with the aim to have the best available person in every job. TCC prohibits discrimination based on race, color, religious creed (including religious dress and grooming practices), gender (including gender identity and gender expression), national origin or ancestry, genetic information, physical or mental disability, medical condition, marital status, registered domestic partner status, age, sexual orientation, sex (which includes pregnancy, childbirth, breastfeeding, and medical conditions related to pregnancy, childbirth, or breastfeeding), military or veteran status, and status with regard to public assistance, or any other basis protected by federal, state or local law or ordinance or regulation. TCC also prohibits discrimination based on the perception that anyone has any of these characteristics, or is associated with a person who has or is perceived as having any of these characteristics. All such discrimination is unlawful.

TCC is committed to compliance with all applicable laws providing equal employment opportunities. This commitment applies to all persons involved in TCC operations and prohibits any employee of TCC, including managers and coworkers, from subjecting another employee to unlawful discrimination.

Policy History:           Approved by the CUC Board of Overseers, 05/14/2014  
                                  Approved for name change revision by TCC Board of Directors, April 3, 2018  
                                  Revision approved by TCC Board, August 23, 2018