

## Equal Employment Opportunity (EEO) Policy Statement

At Father Joe's Villages, the work we do changes lives. When you join our team, you become part of a mission to prevent and end homelessness - one neighbor at a time. Guided by our CREED - **Compassion, Respect, Empathy, Empowerment, and Dignity** - we are deeply committed to creating and maintaining a professional, inclusive, accessible, and supportive workplace where you can thrive.

We are proud to be an **Equal Opportunity Employer**. This means we take every reasonable measure to protect your rights and ensure equal employment opportunity for all. Decisions about hiring, promotions, transfers, compensation, benefits, leaves, training, and other employment matters are based on what helps us fulfill our mission: your skills, experience, learning agility, performance, accountability, and behaviors that reflect our core values.

We do not tolerate discrimination, harassment, or retaliation - period. This includes any action based on race, color, religion, national origin, ancestry, disability (physical or mental), medical condition, genetic information, marital status, sex, gender identity or expression, age, sexual orientation, military or veteran status, or any other category protected by law.

If you need an accommodation for a disability, a sincerely held religious belief, or limitations related to pregnancy, childbirth, or related medical conditions, we will work with you to provide reasonable accommodations.

If you ever believe you've experienced discrimination or harassment, you have the right to speak up. You can file a complaint with our EEO Program Officer (Chief Human Resources Officer). We take every allegation seriously and will address it promptly, confidentially, and with care.

Anyone who engages in discrimination, harassment, or retaliation will face appropriate disciplinary action, up to and including termination of employment. We are committed to resolving workplace concerns in a timely, impartial, and constructive way.

Your voice and perspective matter. Every member of our team plays a role in building an equitable, respectful, and inclusive workplace. Our leaders are expected to model these values, treat everyone with dignity, and create an environment where you feel valued and empowered.