

## **From Crossroads Fund's Personnel Policies**

### **I. Equal Opportunity Employment/Harassment**

The Crossroads Fund is committed to the principle of Equal Opportunity Employment. Recruitment, hiring, and promotions of staff shall be performed without prejudice with regard to race, religion, color, gender identity, national origin, age, sexual orientation, disability, ancestry, political affiliation, legal status, marital status, parental status, arrest record or source of income. Crossroads does not tolerate harassment of any kind (see attached Sexual Harassment Policy).

Crossroads will act in accordance with the Americans with Disabilities Act, which includes persons with HIV/AIDS. In the spirit of Affirmative Action, Crossroads will actively recruit and refer persons of color, lesbians/gays/bisexuals and transgender persons, persons with disabilities, and women for all positions.