

## **EQUAL EMPLOYMENT POLICY**

It is the policy of Gulf Ridge Council to provide equal employment opportunity to present and prospective employees without regard to race, color, religion, sex, or national origin. The Gulf Ridge Council will take affirmative action when necessary to achieve equal employment opportunity in selection and all other personnel actions without regard to race, color, religion, sex, or national origin. Such action shall include, but not be limited to the following:

Employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay and other forms of compensation; and selection for training, including apprenticeship.

Director of Field Service--responsible for Professional and Ranger Staff, and Administrative Services Manager--responsible for Support Staff, as EEO Coordinators for the Gulf Ridge Council, are responsible for coordinating the day-to-day implementation and monitoring of the Gulf Ridge Council's Affirmative Action efforts. As the Gulf Ridge Council grows, every effort will be made towards achieving a balanced workforce representation of minority and women employees at all levels. We endorse this policy and give our support to the EEO goals and outlined in the statement.

The Gulf Ridge Council is an equal opportunity employer and maintains a policy of nondiscrimination with respect to all employees and applicants for employment. All personnel actions--such as recruitment, hiring, training, promotion, transfer, layoff, recall, compensation and benefits, discipline, termination of employment, and educational, recreational, and social programs--are administered without regard to race, color, sex, religion, national origin, age, or physical or mental disability of otherwise qualified individuals, or membership or application for membership in a uniformed service. Employment decisions, subject to the legitimate business requirements of the Gulf Ridge Council, are based solely on the individual's qualifications, merit, and performance.

Harassment on the basis of race, color, sex, religion, national origin, age, disability, or membership in a uniformed service will not be permitted or condoned. Slurs and insults related to those characteristics are wholly inappropriate and violate the Gulf Ridge Council's Equal Employment Opportunity Policy and also may violate Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the American with Disabilities Act of 1990, and Uniformed Services Employment and Reemployment Rights Act of 1994, or other applicable laws.

The policy of the Boy Scouts of America is to comply with non-discrimination laws to the extent that they may constitutionally be applied to it.

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Scout Executive/CEO  
Gulf Ridge Council, Boy Scouts of America

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Date