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Mission: To enhance the quality of life for all refugees from Burma in Minnesota

## **Equal Employment Opportunity Policy**

Karen Organization of Minnesota is committed to providing equal employment opportunities. All qualified applicants and employees will be considered for employment and advancement without regard to sex, race, color, national origin, age, religion, disability, sexual orientation, marital status or any other basis protected by applicable laws. This policy applies to all employment practices and terms and conditions of employment, including but not limited to promotions, transfers, compensation, terminations, training and participation in Karen Organization of Minnesota-sponsored benefits or programs.

Employees should raise any concerns they might have regarding possible discrimination or harassment in accord with the complaint procedure set forth below in Karen Organization of Minnesota's Inappropriate Conduct and Anti-Harassment Policy. No retaliation will be permitted against anyone who in good faith complains of possible unlawful discrimination or harassment.