



## **Anti-discrimination Policy**

The Arts Alliance supports fair employment laws of the Federal Government and the states in which we do business. The Arts Alliance is committed to maintaining a workplace and environment free of discrimination on the basis of age, race, color, sex, religion, national origin, ancestry, sexual orientation or disabilities that are covered by the Americans with Disability Act. The Arts Alliance is also committed to maintaining a workplace free of any form of harassment, including sexual harassment. No person shall be excluded from participating in, nor denied the benefits of, any program offered by The Arts Alliance or any activity or service in connection with The Arts Alliance on the basis of age, race, color, sex, religion, national origin, ancestry, sexual orientation or impairments.

### **Equal Employment Opportunity**

The Arts Alliance will provide equal employment opportunity without regard to race, religion, color, national origin, citizenship, age, sex, height, weight, marital status, parental status, disability, sexual orientation, membership in any labor organization, political affiliation or record of arrest without conviction.

The policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation benefits, social and recreational programs, and all other conditions and privileges of employment in accordance with applicable federal, state, and local laws.

It is the policy of The Arts Alliance to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA), the Michigan Persons with Disabilities Civil Rights Act, and other applicable state and or local laws. The Arts Alliance will not discriminate against any qualified employee or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability. The Arts Alliance also will make reasonable accommodation wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job unless doing so would result in an undue hardship.

In accordance with Michigan law, employees are required to notify The Arts Alliance in writing of their need for accommodation as soon as possible, but not more than 182 days after the employee knew or should have known the accommodation was needed.