

## **EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

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It is the policy of GECU to provide equal employment opportunity (EEO) to all employees and applicants regardless of age, color, national origin, citizenship status, disability, race, religion, creed, gender, sex (gender identity or sexual orientation), marital status, status as a disabled veteran, recently separated, protected, or other covered veteran, family medical history, genetic information or any other characteristic protected by federal, state or local law. In addition, the credit union will provide reasonable accommodations for qualified individuals with disabilities.

GECU's goal is to achieve at least proportional representation of women and people of different races across the credit union. Our programs are designed to comply with all applicable laws, directives and regulations and cover all human resource actions including employment, compensation, benefits, training, tuition reimbursement, transfers, promotions, appraisal systems and career development programs.

The President/CEO and management team have the responsibility to monitor progress, reinforce policies and hold the organization accountable to meet objectives.

Any employee who believes he or she has been, or is being, discriminated against should ordinarily report the discrimination to the manager of the department in which the employee works. If, due to the circumstances of the discrimination, such a report is not appropriate, the employee may report the matter to either the Sr. VP/VP in charge of the section in which the employee works or to the Sr. Vice President – Chief Administrative Officer/Vice President - Human Resources. The employee may also report the matter to the President/CEO, or the third (3<sup>rd</sup>) party anonymous Hot Line.

Retaliation of any type is strictly prohibited against any person who has voiced their concern of discrimination, or anyone who participates in an investigation of such a concern.