

## Geological Society of America Policy on Equal Employment Opportunity and Affirmative Action

Date: January 1, 2016

TO: All GSA Employees and Applicants

It is the ongoing policy and practice of Geological Society of America to provide equal opportunity in employment to all employee and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, sex, religion, age, genetic information, sexual orientation, gender identity, disability, pregnancy, veteran status or any other status protected by applicable law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, terminations, layoffs, social and recreational programs, and retirement. Geological Society of America is committed to making employment decisions based on valid requirements, without regard to race, color, national origin, sex, religion, age, sexual orientation, gender identity, genetic information, disability, pregnancy, veteran status or any other status protected by applicable law. Geological Society of America will analyze its personnel actions rigorously to ensure compliance with this policy.

Geological Society of America will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

As Executive Director of GSA, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the organization, I have selected HR Manager as the Equal Employment Opportunity (EEO) Manager for GSA. EEO Manager is located at 3300 Penrose Place, Boulder CO 80301, 303-357-1027. EEO Manager is responsible for compliance with state and federal EEO laws and affirmative action regulations. She is also responsible for implementing the GSA's Affirmative Action Plan (AAP), including equal employment practices, monitoring and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Manager. Our AAP for Veterans and the Disabled is available to you during normal business hours, in the Human Resources Office. Interested persons should contact the Human Resources office at 303-357-1027 for assistance. All employees and applicants for employment are protected, by both GSA policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects GSA's commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.



Vicki McConnell, Executive Director  
Geological Society of America, Inc.