

## **Affirmative Action Policy for Independent Contractors**

It is the policy of The Foundation for Impact on Literacy and Learning to provide equal opportunities to independent contractors without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information or any other protected characteristic under applicable law. This policy relates to all phases of contracting, including, but not limited to, recruiting, placement, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of any facilities, and participation in all foundation-sponsored activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity or age limitations will be adhered to by the foundation where appropriate.

Consultants, vendors and contractors shall not be subjected to harassment, intimidation or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of leadership and shall be appropriately administered. It is the responsibility of each leader of the foundation to ensure affirmative implementation of these policies to avoid any discrimination. All leaders are expected to recognize these policies and cooperate with their implementation.