

Equal Employment Policy

MofT employs and upholds a strict nondiscrimination policy with regards to employment and opportunity. These policies reflect the organization's views and commitment to equality and fairness in the workplace. It is the policy of Matter of Trust to:

- Strictly follow personnel procedures that will ensure equal opportunity for all people without regard to race, color, religion, creed, national origin, ancestry, sex, sexual orientation, gender identity or expression, genetics, marital or veteran status, age, pregnancy or childbirth (including breastfeeding), physical disability (including HIV and AIDs), mental condition, or any other characteristic protected by law.
- Comply with the Americans with Disabilities Act of 1990 (the "ADA") as amended in 2008, and applicable state and local laws providing protection against discrimination in employment for qualified individuals with disabilities. MofT 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 disability or mental condition.
- MofT will enter into an interactive process to determine the feasibility of the requested accommodation. MofT will provide reasonable accommodation for those individuals in accordance with legal requirements, provided that the individual is otherwise qualified to safely perform the essential duties and assignments connected with the job