

Equal Employment Opportunity/Affirmative Action Policy

In order to ensure equal employment and advancement opportunities to all individuals, employment decisions at Garrett-Evangelical are based on merit, qualifications, and abilities. Garrett-Evangelical does not discriminate in employment opportunities or practices on the basis of actual or perceived race, color, national origin, ancestry, age, disability, citizenship, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy status, military discharge or veteran status, source of income, housing status, or any other class protected by law.

In keeping with our commitment to have a diverse and inclusive environment at Garrett-Evangelical and The United Methodist Church's charge that its institutions embrace affirmative action, we are dedicated to affirmative action planning in areas of retention and recruitment. For each employment and promotion opportunity, the Seminary seeks women, minorities, veterans, and persons with disabilities to try to maintain a community that is based on equal opportunity and reflects the diversity of American society.

Although Garrett-Evangelical does not discriminate on the basis of religion, some positions by nature require knowledge of and/or background in The United Methodist Church. If this requirement applies to a particular position, it is stated in the job posting.

This policy governs all aspects of employment, including selection, job assignments, compensation, discipline, termination, and access to benefits and training.

Any employee who believes they have experienced discrimination should report it immediately to their supervisor, vice president, or Human Resources Department (see "Anti-Discrimination and Anti-Harassment Policy" on page 22 of this handbook).