

The Discovery Orchestra
Equal Employment Opportunity Policy
Approved by the Board of Trustees 4/21/21

We maintain a strong policy of equal employment opportunity. We seek to achieve equal opportunity for all applicants and employees as articulated by applicable federal, state, and local laws. The Orchestra actively seeks to recruit individuals without regard to race, religion, creed, color, sex, gender, sexual orientation, gender identity or expression, pregnancy or breastfeeding, ancestry, physical/mental disability, marital, civil union, or domestic partnership status, military/veteran status, alienage, national origin, ethnicity, genetic information, atypical hereditary cellular or blood trait, age, or any other protected classification, in accordance with applicable federal, state, and local laws. Our equal employment opportunity philosophy applies to all aspects of employment, including recruitment, training, promotion, demotion, transfer, job benefits, pay, and dismissal.

The Discovery Orchestra bases its employment decisions only on job-related qualifications and abilities. The Discovery Orchestra will not tolerate any form of discriminatory conduct by employees, contractors, or clients. Employees determined by The Discovery Orchestra to have engaged in any type of discrimination or retaliation in violation of this policy will be subject to disciplinary action, up to and including termination of employment.

Any employee with concerns or complaints about any type of discrimination or perceived discrimination in the workplace is strongly encouraged to bring these issues to the attention of the Executive Director or Board President, who will investigate the issues involved with confidentiality maintained to the greatest extent possible. Employees can raise concerns and make reports without fear of reprisal. Employees will not be subject to, and the Orchestra prohibits, any form of discipline, reprisal, intimidation, or retaliation for good-faith reports or complaints of discrimination of any kind, pursuing any discrimination claim, or cooperating in related investigations. The Discovery Orchestra will take corrective action where appropriate.