



EQUAL OPPORTUNITY IN EMPLOYMENT POLICY

In keeping with the values of our founders and ongoing sponsors, Saint Mary's College fosters a diverse, equitable, and inclusive community committed to respecting the dignity of each person. The College does not discriminate in employment on the basis of race, national or ethnic origin, color, religion (except as otherwise provided by law, given the College's status as a religious institution), sex (including gender identity, gender expression, sexual orientation, and pregnancy), age, disability, genetic information, military service, or any characteristic or class protected under federal, state or local law. Saint Mary's complies with all applicable state and federal laws that prohibit discrimination, including Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act, the Equal Pay Act, and the Age Discrimination in Employment Act.

The College does not by this statement disclaim any right it otherwise lawfully has to maintain its commitment to its Catholic identity or the teachings of the Catholic Church.

Approved on October 11, 2024