



Adopted by the Board of Directors August 8, 2007

**ASA- Houston Chapter
EQUAL EMPLOYMENT OPPORTUNITY POLICY**

The American Subcontractors Association (ASA)-Houston Chapter provides equal employment opportunities to all employees and applicants without regard to race, color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, physical disability, mental disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner status, gender (including sex stereotyping), medical condition (including, but not limited to, cancer related or HIV/AIDS related) or sexual orientation in accordance with applicable federal, state and local laws. In addition, ASA-Houston Chapter complies with applicable state and local laws governing nondiscrimination in employment in every location in which ASA-Houston Chapter has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.