

The Peak Ballet Theatre Equal Employment Opportunity Policy

Approvals:

OWNER: PBT Board of Directors	DATE	ORIGINATOR: Karen Capen	DATE
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Revision History

Rev	Date	Description of Change	Originator
A	7/1/06	Initial Issue	Karen Capen

SUBJECT: The Peak Ballet Theatre Equal Employment Opportunity Policy

OVERVIEW

The Peak Ballet Theater will administer its policies and conduct its employment practices for each employee and applicant for employment only on the basis of merit, experience, and other work-related criteria. It is The Peak Ballet Theatre's policy to recruit, hire, promote, assign, compensate and train qualified persons without regard to citizenship, race, color, religion, gender, national origin, ancestry, marital status, age, sexual orientation, medical condition, physical or mental disability, veteran status, or any other legally-protected status.

Our equal employment opportunity policy is based upon our philosophy that people must be treated equally as individuals. Experience continues to confirm our belief that it is a good business practice to employ policies and practices that demonstrate our strong commitment to equal employment opportunity.

DIRECTORS AND EMPLOYEES' RESPONSIBILITIES

Directors and Faculty play a key role in implementing the Peak's equal employment opportunity policy. Directors and Faculty must:

- Recruit and hire individuals for every job level and classification without regard to an individual's race, religion, color, national origin, ancestry, marital status, age, gender, physical or mental disability, citizenship, veteran status, sexual orientation, or any other legally-protected status. Promotion and compensation decisions also must be made in keeping with these same equal employment opportunity principles and be based only on qualifications related to job requirements.
- Apply policies, practices and actions equally to every employee.

Employees must:

- Make Peak aware of any medical conditions that may require reasonable accommodations by notifying the Director.