

**THE BOARD OF DIRECTORS OF THE  
COLLEGE ON PROBLEMS OF DRUG DEPENDENCE, INC.  
EQUAL EMPLOYMENT OPPORTUNITY POLICY**

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**Policy**

The College on Problems of Drug Dependence, Inc. (CPDD) does not and shall not discriminate on the basis of race, color, religion (creed), sex, gender expression, sexual orientation, marital status, pregnancy, childbirth or related medical conditions, national origin (ancestry), age, military status, physical and/or mental ability, genetic information, or any other characteristic protected by law.

The CPDD is an Equal Opportunity Employer. Employment opportunities at the CPDD are based upon one's qualifications and capabilities to perform the essential functions of a particular job. All employment opportunities shall be provided without discrimination. This policy governs all aspects of employment, including, but not limited to, recruitment, hiring, selection, job assignment, promotions, transfers, compensation, discipline, termination, layoff, access to benefits and training, and all other conditions and privileges of employment. This policy also applies to the selection of members, volunteers, vendors, and provision of services.

**Procedure**

The CPDD will provide reasonable accommodations as necessary and where required by law so long as the accommodation does not pose an undue hardship on the organization. This policy is not intended to afford any greater protections than those that exist under federal, state or local law.

(Note: Instances of alleged discrimination or harassment are addressed in the CPDD Harassment Policy, which strongly urges the reporting of all instances of discrimination and harassment and prohibits retaliation against any individual who reports discrimination, harassment, or participates in an investigation of such report.)

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