

Equal Employment Opportunity Policy

CIAD is committed to providing equal employment opportunities to all employees and applicants for positions in every facet of its operations.

All employment-related decisions, including hiring, placement, promotions, transfers, training, compensation, corrective action, and termination, are made based on individual qualifications and job performance without regard to race, color, national origin, citizenship status, religion, creed, age, sex, sexual orientation, gender identity, marital status, disability, carrier status, or any other basis prohibited by applicable law.

CIAD affirms in posting positions that resumes and letters of interest for all qualifying candidates will be reviewed and considered during such a search.

Non-Discrimination and Non-Harassment Policy

CIAD is committed to maintaining a work environment in which all individuals are treated with professional respect and dignity. Discriminatory practices, including harassment, are prohibited. To this end, CIAD has a zero-tolerance policy with respect to unlawful employee harassment. This policy prohibits harassment of any individual by another person on the basis of any protected classification including race, color, national origin, citizenship status, religion, creed, age, sex, sexual orientation, gender identity, marital status, disability, carrier status, or any other basis prohibited by applicable law.

Sexual Non-Harassment Policy

CIAD prohibits sexual harassment. Sexual harassment includes verbal or physical conduct of a sexual nature when submission to such conduct is explicitly or implicitly a condition of employment, submission to or failure to submit to such conduct is a basis for an employment decision, or such conduct has the purpose or effect of creating an intimidating, hostile or offensive work environment.