

GINA (Genetic Information Nondiscrimination Act)

The City of Corpus Christi is an Equal Opportunity Employer. It is the policy and intent of the company that all qualified persons, regardless of race, color, religion, sex, sexual orientation, age, genetic information, national origin, marital status, physical, or mental disability, or veteran status are entitled to equal employment opportunity. Further, it is the policy of the Company to make reasonable accommodations for the employment of disabled persons. Equal Opportunity shall be observed in all aspects of the employment relationship, such as recruitment, hiring, work assignment, termination, salary administration, transfer, promotion, compensation, selection for training, use of facilities, participation in employee activities, and related matters. We subscribe to a policy of equal opportunity not only because it is a legal requirement, but also because it is consistent with our basic beliefs. In support of these beliefs and philosophies, below is a partial listing of the federal statutes to which the Company is committed to upholding:

- Title VII of the Civil Rights Act
- The Americans With Disabilities Act
- The Age Discrimination in Employment Act
- The Equal Pay Act
- The Civil Rights Act of 1866 and 1871
- The Civil Rights Act of 1991
- Genetic Information Nondiscrimination Act (GINA)

One of the major objectives of Sample Company is to follow the spirit and the letter of the law and to maintain a reputation for high standards of business. Creative, enthusiastic employees are our most important resource and the basis for our success. We seek an environment characterized by respect for each individual, where cultural and ethnic diversity are blended by teamwork into a harmonious work force.

Guidelines

Equal employment opportunity is adopted to ensure the rights and dignity of each person.

All persons shall enjoy the benefits of decisions which are free of harassment or discrimination on the grounds of race, religion, color, genetic information, national origin, physical, sensory or mental disability, marital status, sex, sexual orientation, age, or veteran status. We will ensure that both the spirit and intent of the laws prohibiting discrimination are fully implemented in all working relationships.

All employees share the responsibility for mutual understanding and a spirit of cooperation. Successful achievement can result only if each person acts to make equal opportunity a reality.

The City of Corpus Christi will not discriminate against an individual in the hiring, firing, compensation, terms, or privileges of employment on the basis of genetic information of the individual or family member of the individual. A family member is defined by the Genetic Information Nondiscrimination Act as the:

- spouse of the individual;
- a dependent child of the individual, including a child who is born to or placed for adoption with the individual; or
- parent, grandparent, or great-grandparent.