

## EQUAL EMPLOYMENT OPPORTUNITY

The OBPA provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, veteran's status, or any other protected characteristics in accordance with applicable Federal and state laws. 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.

To further the principle of equal employment opportunity for all, the OBPA has developed an affirmative action plan for minorities and women, the disabled, Vietnam-era and special disabled veterans. These plans are routinely reviewed with our managers to assure that goals and timetables are met.

The OBPA expressly prohibits any form of unlawful employee harassment based on race, color, religion, sex, national origin, age, disability, veteran's status, or any other protected characteristics as established by law. Improper interference with the ability of employees to perform their expected job is not tolerated.