

Non-Discrimination Policy

eCycle Opportunities is committed to the fair and equal treatment of all workers.

- eCycle Opportunities does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.
- eCycle Opportunities is committed to fair and equal compensation of employees in compliance with applicable wage laws.
- eCycle Opportunities encourages anyone who believes he or she has been the subject of discrimination to report the matter immediately to the Human Resources Manager or any Manager.
- eCycle Opportunities shall protect the confidentiality of employees who report discrimination or participate in a discrimination investigation, to the greatest possible extent.
- Employees shall not be punished for reporting discrimination, participating in a discrimination investigation or lawsuit or opposing discrimination.
- Managers and other employees with human resources responsibilities shall respond appropriately to discrimination or report it to individuals who are authorized to respond.
- eCycle Opportunities is committed to prompt, thorough and impartial investigation of complaints.
- Employees found to violate this policy will be subject to disciplinary action that could include reprimand, demotion, denial of promotion, or termination from employment.



Paul J. Blatt
President and CEO

12/19/22

Date