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NOON Organization
Equal Employment Opportunity and Non-Discrimination Policy

NOON is dedicated to equal employment opportunities in any term, condition, or privilege of employment. NOON does not discriminate against applicants or employees based on race, color, national origin, ancestry, creed, religion, sex, age, disability, veteran status, citizenship, marital status, gender expression, sexual orientation, or any other characteristic protected by state or federal law. This policy applies to all employees, including managers, supervisors, co-workers, and non-employees such as customers, clients, vendors, consultants, etc. NOON intends to maintain a work environment free of unlawful harassment. Unlawful harassment includes verbal, physical, or visual conduct that substantially impairs an employee's ability to perform the job or creates an intimidating, hostile, or offensive work environment. Such conduct may include, but is not limited to, derogatory or vulgar comments regarding a person's race, color, national origin, ancestry, creed, religion, sex, age, disability, marital status, gender expression, veteran or military status, citizenship or sexual orientation, or distribution of any electronic or written graphic material containing such comments. This policy applies to NOON's Board of Directors, staff, volunteers, and clients.