EQUIAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of Royal Credit Union to provide equal employment opportunity to all team members and applicants for employment without regard to race, color, national origin, sex, sexual orientation, gender identity, religion, status as a protected veteran or individual with disability, or any other protected group status or non-job related characteristic as directed by law and to base all employment decisions so as to further this policy.

As CEO of Royal Credit Union, I affirm that this policy reflects the attitude of this organization towards the principle of equal employment opportunity, and that it is the obligation of each officer, manager, and supervisor of this organization to conduct herself or himself in conformity with this principle.

To effectuate our commitment to this policy, the Credit Union has established Affirmative Action Programs through which we commit that:

(1) We will recruit, hire, train and promote, into all job classifications, the most qualified persons without regard to race, color, national origin, sex, sexual orientation, gender identity, religion, age, status as a protected veteran or individual with disability, or any other protected group status or non-job related characteristic as directed by law.

(2) We will base decisions on employment so as to further the principle of equal employment opportunity.

(3) We will ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities;

(4) We will ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, company-sponsored training, education, tuition assistance, social and recreational programs, will be administered without regard to race, color, national origin, sex, sexual orientation, gender identity, religion, age, status as a protected veteran or individual with disability, or any other protected group status or non-job related characteristic as directed by law.

I have appointed Jan Johnson, the Executive Vice President - Organizational Agility, as the Affirmative Action Officer and she is assigned the overall responsibility for the effectuation of this policy. This shall include dissemination of the policy, establishment of Affirmative Action Programs, and monitoring of the policy and Royal Credit Union Affirmative Action Plan. Please feel free to contact Jan with any questions regarding this policy at 715-833-8133 or email jan.johnson@rcu.org

Brandon Riechers
CEO
Royal Credit Union

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