

## **POLICY STATEMENT - EQUAL EMPLOYMENT OPPORTUNITY**

One of Lowell Observatory's most important goals is to attract and retain qualified, effective employees. The Observatory is committed to the principals of Equal Employment Opportunity and to a policy that all employment decisions be based upon objective, job related criteria.

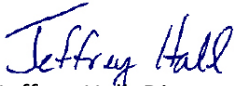
It is the Observatory's policy to provide equal employment opportunity to all persons without regard to **race, color, religion, sex, national origin, age, genetic information, disability, veteran status**, political beliefs, sexual orientation, and marital and family status. This policy applies to all aspects of the employer-employee relationship and conditions of employment, including but not limited to: recruitment, hiring, promotion, transfer, demotion, layoff, recall, termination, compensation and selection for training, at all levels of employment.

Lowell Observatory has established an Affirmative Action Program (AAP), which outlines results-oriented policies, practices, and procedures that will help ensure that non-discrimination and affirmative action are accomplished. The Observatory is committed to taking affirmative action to assure equal employment opportunity for women and minorities, individuals with disabilities, and covered veterans. We will put forth a good faith effort to implement this policy and commitment.

All employees share responsibility for the success of Equal Employment Opportunity and Affirmative Action policies and programs. All managers are responsible for participating in the identification of problems, taking action to prevent harassment of employees and ensuring that all employees are afforded full employment opportunities.

Employees and applicants will not be subjected to discrimination, harassment or retaliation because they have filed a complaint, assisted or participated in any investigation, opposed any unlawful act or practice, or exercised any protected rights.

Equal Employment Opportunity and Affirmative Action will continue to guide all employment decisions at Lowell Observatory. We are proud to reaffirm our commitment to these principles.

  
Jeffrey Hall, Director  
September 15, 2011