Equal Employment Opportunity Policy

1. Policy

The Citadel is committed to providing equal employment opportunities for all employees and job applicants. The Citadel’s recruiting, promotion practices, and other conditions of employment shall be maintained and conducted in a manner that does not discriminate on the basis of age, disability, race, color, sex, gender, religion, or national origin.

The Citadel will recruit, hire, train, and promote persons in all job titles without regard to age, disability, race, color, sex, gender, religion, or national origin. The Citadel will make decisions so as to further the principle of equal employment opportunity. The Citadel will ensure that promotion decisions are based upon valid, nondiscriminatory requirements. The Citadel will ensure that personnel decisions and actions, including but not limited to compensation, benefits, transfers, promotions, layoffs, termination, job classification, and all other terms, conditions, and privileges of employment will be administered without regard to age, disability, race, color, sex, gender, religion, or national origin.

The only criteria for selecting, hiring, promoting, or judging applicants or employees are ability, experience, training, and other factors related to their ability to perform.

All employees are expected to comply with our Equal Employment Opportunity Policy. Managers and supervisors who are responsible for meeting business objectives are expected to cooperate fully in meeting our equal employment opportunity objectives and their overall performance will be evaluated accordingly.