

# Equal Employment Opportunity Policy

The Equal Employment Opportunity (EEO) Policy must be signed by the highest-ranking official of the company (CEO, President, or Chairperson of the Board). Please include it in the Compliance Plan and post at all worksites.

<b>Business Name</b>	The Center for Victims of Torture	<b>Date</b>	10/1/2025
<b>EEO Official, Name</b>	Tereussell Pittman	<b>EEO Official, Title</b>	Director of Human Resources
<b>EEO Official Phone Number</b>	612.436.4843	<b>EEO Official Email Address</b>	tpittman@cvt.org

This is to affirm our policy of providing equal employment opportunities to all employees and applicants for employment in accordance with all applicable laws and regulations.

Our company will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, sex, sexual orientation, gender identity, disability, age, marital status, familial status, membership or activity in a local human rights commission, or status regarding public assistance. We will ensure that all our employment practices are free of discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. We will provide reasonable accommodation to applicants and employees with disabilities whenever possible.

We will evaluate the performance of employees based, in part, on their compliance with this policy and other related anti-discrimination and anti-harassment policies. Managers and supervisors have additional obligations under these policies and will be assessed accordingly.

I have appointed the above-named EEO Official to:

- Assess our compliance with this policy and related anti-discrimination and anti-harassment policies.
- Monitor all activities and assess the effectiveness of our Compliance Plan as required by law.
- Maintain reporting and record systems to measure the effectiveness of our Compliance Plan.

Our Compliance Plan is available for all employees and job applicants upon request. Please contact the EEO Official for further information.

Any employee or job applicant who believes they have been treated in a way that violates this policy should contact either the EEO Official or any other management representative, including me. We will take immediate action to investigate and address allegations of discrimination or harassment confidentially and promptly.



Signature of CEO/President or Board Chairperson

President & CEO

Executive Title

Simon Adams

First and last name (please print)

10/1/2025

Date