

Marjaree Mason Center – CRC Project

NON-DISCRIMINATION

The Marjaree Mason Center is an equal opportunity employer and makes employment decisions on the basis of merit. Our policy prohibits discrimination based on: race, including traits historically associated with race, such as hair texture and protective hairstyles; color; ancestry, immigration status or national origin; employee's or applicant's possession of a driver's license issued under Vehicle Code Section 12801.9 (which authorizes licenses to individuals who cannot provide satisfactory proof of their presence in the US under federal law); gender; gender identity (meaning a person's identification as male, female, a gender different from the person's sex at birth, or transgender); gender expression (meaning a person's gender-related appearance or behavior, whether or not stereotypically associated with the person's sex at birth); gender transition; sex; sexual orientation including heterosexuality, homosexuality, and bisexuality; age (over 40); physical or mental disability, perceived disability, or perceived potential disability; denial of Family and/or Medical leave; pregnancy or perceived pregnancy, childbirth, or medical condition related to pregnancy, childbirth, or breast feeding; religion (including religious belief, observance and practice and dress or grooming practices) or creed; marital status; registered domestic partner status; medical condition, including any cancer-related physical or mental health impairment from a diagnosis, record or history of cancer or a genetic characteristic; HIV/AIDS status; citizenship; military and veteran status; genetic information, including information about an individual's genetic tests, family members' genetic tests, family members' diseases, or disorders, an individual's or family member's receipt of, or request for, genetic services, and participation by an individual or their family member in clinical research that includes genetic services; criminal conviction history; salary history; enrollment status in a public benefit program; political affiliation; status as a victim of domestic violence, sexual assault, or stalking; perceptions that any employee or applicant has characteristics of any protected class; the employee's or applicant's association with any person who has, or is perceived to have characteristics of any protected class; use of any protected time off; past engagement in protected activities or being related to someone who has engaged in such activities; as well as any other category protected by federal, state, or local law, or ordinance, or regulation. The selected proposer shall comply, and shall require its agents, employees, directors and/or assigns to comply, with all applicable federal, state, and local laws, ordinances, rules, and regulations in regard to nondiscrimination in employment because of race, creed, color, ancestry, national origin, religion, sex, marital status, age, medical condition, pregnancy, disability, or other prohibited basis. MMC is also interested in firms demonstrating initiatives and practices regarding diversity, equity, and inclusion. County agreement that Marjaree Mason Center has entered into has similar DEI requirements, and the more stringent of those requirements or these as listed shall apply on this project.