

Santa Fe Conservation Trust  
EQUAL EMPLOYMENT OPPORTUNITY POLICY  
Policy#  
Adopted: 2009  
Updated: December 4, 2018

It is the policy of the Santa Fe Conservation Trust to be an equal opportunity employer. SFCT believes that equal opportunity is important for the continued success of our organization. In accordance with state, federal, and municipal laws, SFCT complies with all applicable laws that prohibit discrimination against employees (or applicants for employment) because of race, disability, color, creed, religion, gender, age, sexual orientation, gender identity, national origin, ancestry, citizenship, veteran status, or any other applicable protected classification in hiring, promoting, demoting, training, benefits, transfers, layoffs, terminations, recommendations, rates of pay, or other terms and conditions of employment. Opportunity is provided to all employees and applicants based on qualifications and job requirements.

  
\_\_\_\_\_  
Secretary

12.4-18  
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Date