

EQUAL EMPLOYMENT OPPORTUNITY

SMMF is an equal opportunity employer and makes employment decisions without regard to race, religious creed, color, age, gender, sexual orientation, gender identity, national origin, religion, marital status, medical condition, disability, military service, pregnancy, childbirth and related medical conditions, or any other classification protected by federal, state, and local law and ordinances. Management is dedicated to ensuring the fulfillment of this policy with respect to hiring, placement, promotion, transfer, demotion, layoff, termination, recruitment, advertising, pay, and other forms of compensation, training, and general treatment during employment.

Any violation of this policy will not be tolerated and will result in appropriate disciplinary action, up to and including termination. If an employee believes someone has violated this policy, the employees should bring the matter to the attention of management. SMMF will investigate the facts and circumstances of any claim that this policy has been violated and will take appropriate corrective measures, if required.

No employee will be subject to, and SMMF prohibits, any form of discipline or retaliation for reporting perceived violations of this policy, pursuing any such claim, or cooperating in any way in the investigation of such claims.