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TANGRAM

Employment Practices

Human Resources Policy - #102

Policy:

Tangram is committed to the full utilization of all human resources and to a policy of equal employment opportunity. In furtherance of this commitment, Tangram complies with all governing state and federal laws regarding non-discrimination, equal employment and affirmative action, including, but not limited to, those laws related to Title VII of the Civil rights act of 1964 and laws governing federal contractors, when applicable. No employee of the organization will discriminate against an applicant for employment or a fellow employee because of race, creed, color, religion/spiritual beliefs, sex, culture, language, national origin, military service veteran status, socioeconomic status, ancestry, age, sexual orientation, gender identity, genetic information or other physical or mental disability.

We believe that only by embracing the contributions of a unique and diverse workforce will we be successful. Diversity is often used to refer to differences based on ethnicity, gender, age, religion, disability, national origin and sexual orientation; it also encompasses an infinite range of individuals' unique characteristics and experiences, including communication styles, physical characteristics and speed of learning and comprehension. Tangram believes that each of us possesses a wide range of talents, passions and insights that our organization can utilize in order to provide services to an equally diverse group of consumers. We strive to appreciate and value individual differences, and encourage input from all employees to achieve success.

Scope:

This policy applies to all employees and applicants for employment with regards to employment practices.

Document Change Record

Revision	Description
02/28/06	Policy Revised (Replaces HR 1.01)
10/20/09	Name Change
01/19/11	Reviewed, revised
03/25/13	Revised
02/27/14	Last Reviewed
06/14/15	Reviewed