



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Fuller Theological Seminary not to discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, disability, or because he or she is a protected veteran. It is also the policy of Fuller Theological Seminary to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, sex, national origin, disability, or protected veteran status, and to base all employment decisions only on valid job requirements. As a religious institution, Fuller Theological Seminary is permitted and reserves the right to prefer employees or prospective employees for certain positions on the basis of religion. All positions commit to comply with Fuller's Community Standards for conduct, and certain positions must fully accept Fuller's Statement of Faith. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of Fuller Theological Seminary will not be subject to harassment on the basis of race, color, religion, sex, national origin, age, disability, or because he or she is a protected veteran. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

As president of Fuller Theological Seminary, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and affirmative action throughout all levels of the institution, I have selected Bernadette J. (BJ) Barber, Executive Director of Human Resources, as the Equal Employment Opportunity (EEO) Manager for Fuller Theological Seminary. One of the EEO Manager's duties will be to establish and maintain internal audit and reporting systems to allow for effective measurement of Fuller Theological Seminary's programs.

In furtherance of Fuller Theological Seminary's policy regarding Affirmative Action and Equal Employment Opportunity, Fuller Theological Seminary has developed a written Affirmative Action Program which sets forth the policies, practices, and procedures that Fuller Theological Seminary is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. This Affirmative Action Program is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact BJ Barber for assistance.

We request the support of all employees in accomplishing Equal Employment Opportunity.

A handwritten signature in black ink that reads "Mark Labberton".

Mark Labberton, President

May 1, 2019