

Equal Opportunity Policy

PITTSBURGH LESBIAN AND GAY FILM SOCIETY

The Pittsburgh Lesbian and Gay Film Society (PLGFS) has been and will continue to be an equal opportunity organization. To assure full implementation of this equal opportunity policy, we will take steps to ensure that:

- Persons are recruited, assigned, and promoted without regard to race, religion, color, national origin, citizenship, sex, sexual orientation, gender identity, familial or marital status, ancestry, veteran or military status, age, qualified disability or other factors prohibited by federal, state or local laws.
- Volunteer members and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing, or any other activity related to the administration of any Federal, State, or Local law requiring equal opportunity; (3) opposed any act or practice made unlawful by any Federal, State, or Local law requiring equal opportunity; or (4) exercised any other right protected by Federal, State, or Local law requiring equal opportunity.

The Operations Director on the PLGFS Board of Directors, as the Operations Committee Chairperson has the responsibilities of Equal Opportunity Organization Coordinator. As EOO Coordinator, s/he will be responsible for the day-to-day implementation and monitoring of this Equal Opportunity Policy. As part of that responsibility, s/he will periodically analyze PLGFS's personnel actions and their effects to ensure compliance with our Equal Opportunity Policy.

Board Member Signature: _____ Date: _____