



## **Equal Employment Opportunity Policy Statement**

It is the policy of Broadview Federal Credit Union not to discriminate against any employee or applicant for employment because of their race, color, religion, sex, sexual orientation, gender identity, national origin, or because they are an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran (collectively, “protected veteran”). It is also the policy of Broadview to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions at all levels of employment, including recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay (and other forms of compensation), and selection for training. Furthermore, Broadview will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

Broadview prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. Broadview also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing, or otherwise seeking to obtain their legal rights under any applicable law requiring equal employment opportunity for individuals with disabilities or protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion, and other adverse actions that might dissuade someone from asserting their rights.

As Chief Executive Officer of Broadview, I am committed to the principles of affirmative action and equal employment opportunity. To ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of Broadview, I have assigned Karin Maurer as the Chief People Officer for Broadview. One of the Chief People Officer’s duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Broadview’s programs.

In furtherance of its policy regarding affirmative action and equal employment opportunity, Broadview has developed a written Affirmative Action Program (AAP). The AAP sets forth the policies, practices, and procedures Broadview follows to ensure that its policies of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans are accomplished. This AAP is available for inspection by any employee or applicant for employment upon request during normal business hours at the Human Resources department. Any questions should be directed to me, your supervisor, or Karin Maurer, Chief People Officer.

*Michael Castellana*

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Michael J. Castellana, Chief Executive Officer  
Broadview Federal Credit Union  
January 1, 2023