

## **EQUAL EMPLOYMENT OPPORTUNITY AND NON DISCRIMINATION STATEMENT OF POLICY**

It is the policy of First New York Federal Credit Union not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity or expression, transgender status, gender dysphoria, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits, and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at the Credit Union. The Credit Union will continue to ensure that individuals are employed, and that employees are treated during employment, without regard to their sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law in all employment practices as follows:

Employment decisions at the Credit Union are based on legitimate job related criteria. All personnel actions or programs that affect qualified individuals, such as employment, upgrading, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination based upon the individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristics protected by law. Employees may choose to voluntarily disclose their sex, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The Credit Union makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the Credit Union's business.

First New York Federal Credit Union is fully committed to principals of equal employment opportunity and non discrimination. As President and CEO, I support the successful implementation of the Credit Union's Non Discrimination Policy. Amber Acosta, AVP of Human Resources, will act accordingly to implement of the Credit Union's non discrimination activities. The AVP of Human Resources has the full support of top management and the staff necessary to ensure this policy is implemented and upheld. All managers and supervisors will take an active part in the Credit Union's Non Discrimination policy to ensure all qualified employees and prospective employees are considered and treated in a nondiscriminatory manner with respect to all employment decisions. Furthermore, First New York Federal Credit Union will solicit the cooperation and support of all employees for the Credit Union's Equal Employment Opportunity and Non Discrimination Policy.

Our Non Discrimination Policy includes an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of our Programs. The AVP of Human Resources is responsible for periodically reviewing progress in the compliance and implementation of the policy. In accordance with public law, the Credit Union's program for qualified individuals with disabilities and the program for protected veterans are available for inspection in the Human Resources Department, Monday through Friday, from 9:00 a.m. to 5:00 p.m. upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review or hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, all as amended, and/or any other federal, state, or local law or regulation regarding Equal Employment Opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulation.



Lucy G. Halstead  
President/CEO

01/01/2025