

EQUAL EMPLOYMENT OPPORTUNITY AND NON DISCRIMINATION STATEMENT OF POLICY

It is the policy of First New York Federal Credit Union not to discriminate or tolerate the harassment of employees or applicants on the basis of any 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. For purposes of this policy, "Protected Class" means an individual's sex (including sexual orientation, gender identity or expression, transgender status, and gender dysphoria), race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable federal, state, or local law. This policy applies to all jobs at the Credit Union. The Credit Union will ensure that employees are treated without regard to their protected class status 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, shall be made without discrimination based upon the individual's protected class 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 shall 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.

Employees who have experienced or witnessed discrimination, harassment, or retaliation are required to report their concerns to their supervisor, Human Resources, or any member of management. If the concern involves a supervisor or the employees are uncomfortable reporting their concern to a supervisor the employee may alternatively report directly to Human Resources or another manager. Reports may be made verbally or in writing.

The VP of Human Resources, is responsible for implementing this policy. The VP 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 are required to take an active part in ensuring 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. . 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 reporting a violation of this policy, 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.



Vik Muktavaram
President/CEO