

Non-Discrimination Employment Policy

North Oak Christian Church is committed to providing a work environment that is free from discrimination, harassment, and retaliation. We believe in the inherent dignity of all individuals and strive to foster an inclusive atmosphere where all employees are treated with respect and fairness.

In accordance with our faith and values, North Oak Christian Church adheres to the following principles in all aspects of employment, including recruitment, hiring, training, promotion, compensation, and termination:

1. **Non-Discrimination:** NOCC does not discriminate against any employee or applicant based on race, color, ethnicity, national origin, gender, gender identity, sexual orientation, age, or disability.
2. **Religious Affiliation:** As a religious organization, we may prioritize the hiring of individuals who share our faith and values in positions that directly contribute to the spiritual mission of the church. However, we will continue to ensure that all employment decisions are made based on merit, qualifications, and the needs of the ministry.
3. **Equal Opportunity:** We provide equal opportunity for employment to all individuals who meet the qualifications for the job, without regard to any protected characteristic. We are committed to ensuring all employees have equal access to advancement opportunities, training, and benefits.
4. **Harassment-Free Workplace:** NOCC is dedicated to providing a work environment that is free from all forms of harassment, including but not limited to verbal, physical, or visual harassment based on any protected characteristic. Harassment will not be tolerated and will be addressed promptly.
5. **Reasonable Accommodation:** NOCC is committed to providing reasonable accommodation for employees with disabilities or sincerely held religious beliefs. Employees who require accommodation should contact the moderator or vice moderator of the church board to discuss potential options.
6. **Compliance with Laws:** NOCC will comply with all applicable local, state, and federal laws concerning non-discrimination and equal employment opportunity.

We expect all employees, volunteers, and leaders within North Oak Christian Church to embrace and uphold these principles as part of our mission to create a welcoming and respectful environment. Issues of discriminatory treatment, harassment, or intimidation on any such person should immediately be reported to the moderator or vice moderator of the church board.

All reports of discrimination, harassment, or intimidation received by the moderator or vice moderator of the church board will be promptly investigated, documented, and, if substantiated, corrective action will be taken. No person's employment with North Oak Christian Church will be adversely affected as a result of bringing a complaint concerning a violation of this policy.