

EQUAL EMPLOYMENT OPPORTUNITY (EEO) STATEMENT

Abound Credit Union is an Equal Opportunity Employer that prohibits discrimination and harassment on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state or local laws and ordinances. Abound Credit Union's management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities and programs and general treatment during employment.

The Credit Union is committed to providing fair and equal opportunities for employees, volunteers, members, and suppliers.

The Credit Union will not allow any form of retaliation against individuals who raise issues of equal employment opportunity. If an employee feels they have been discriminated against, harassed, and/or subjected to any such retaliation, they should immediately contact the Chief People Officer. All complaints of discrimination, harassment, and/or retaliation will be promptly investigated. All employees must cooperate with all investigations conducted pursuant to this policy. To ensure our workplace is free of artificial barriers, violation of this policy including any improper retaliatory conduct will lead to discipline, up to and including discharge.

The Credit Union will endeavor to make a reasonable accommodation of an otherwise qualified applicant or employee related to an individual's: physical or mental disability; sincerely held religious beliefs and practices; and/or any other reason required by applicable law, unless doing so would impose an undue hardship upon the Credit Union's business operations.

Any applicant or employee who needs an accommodation in order to perform the essential functions of the job should contact the HR Team Benefits Specialist to request such an accommodation. The individual should specify what accommodation is needed to perform the job and submit supporting documentation explaining the basis for the requested accommodation, to the extent permitted and in accordance with applicable law. The Credit Union then will review and analyze the request, including engaging in an interactive process with the employee or applicant, to identify if such an accommodation can be made. The Credit Union will evaluate requested accommodations, and as appropriate, identify other possible accommodations, if any. The individual will be notified of The Credit Union's decision regarding the request within a reasonable period of time. The Credit Union treats all medical information submitted as part of the accommodation process in a confidential manner.