

Bank of Eastern Oregon
Equal Employment Opportunity Policy & Affirmative Action Program Purpose

Purpose of Affirmative Action Program

The Bank's Affirmative Action Plan is a set of specific and result-oriented procedures to which we, as a Bank, are committed. The procedures included in the Plan, coupled with our good faith efforts are designed to ensure equal employment opportunity.

Equal Employment Opportunity Policy

It is the policy of the Bank to hire well qualified people. An integral part of this policy is to provide equal employment opportunity for all persons and administer hiring, working conditions, benefits and privileges of employment, compensation, training, appointments for advancement, including layoffs and recalls for all employees, without discrimination because of race, color, religion, national origin, sex, age, veteran status, disability, sexual orientation or gender identity.

In order to implement the foregoing policy, the Bank will consider qualified applicants from all sources to ensure equal consideration of individuals. Additionally, the Bank will continue to maintain all Bank facilities on a completely non-segregated basis and will fully cooperate with all authorized individuals and agencies responsible for administering laws and regulations in the area of equal employment opportunity and fair employment practice. This policy extends to all employees and all aspects of the employment relationship and all personnel are hereby directed to take all reasonable efforts to carry out the spirit and intent of the Bank policy. Violations of this policy by any employee will be met with appropriate action.

The Bank shall disseminate this policy to its employees, and encourage indirect sources of job applicants, such as employees, suppliers, customers, and other contractors to refer qualified applicants. The Bank further pledges to implement additional measures designed to achieve the goals established by this Plan.

Overall Bank responsibility for the direction of the equal employment opportunity policy, programs, and practices, has been assigned to Jill Martin, the Bank's EEO/AA Officer.

Bank of Eastern Oregon is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, age, veteran status, disability, sexual orientation or gender identity.

The Objective

The objective of the Bank's Affirmative Action Plan is to ensure that all employees receive equality of opportunity limited only by each employee's desire and ability. The objective calls for a work environment free of discrimination in employment because of race, color, religion, national origin, sex, age, veteran status, disability, sexual orientation or gender identity.

The Bank is assuring the full realization of its stated objective through a periodic monitoring and reporting.

Jill Martin, VP/Human Resources Manager

July 1, 2023 through June 30, 2024