



**Pratham USA**

Every Child In School and Learning Well

## Equal Opportunity Employer: Anti-Discrimination Policy

Pratham USA is committed to supporting its work and the communities in which it operates through maintaining a diverse workforce at all levels of Pratham USA, and through the recognition, acceptance and valuing of individual differences. Towards this end, Pratham USA is an Equal Opportunity Employer (EOE), adhering to the U.S. laws that prohibit discrimination in the terms and conditions of employment. The Pratham USA EOE policy, as detailed herein, provides equal employment opportunities to all qualified persons without regard to race, creed, color, religion, national origin, ancestry, alienage or citizenship status, age, disability or handicap (including HIV/AIDS), sex, marital status, familial status, veteran status, sexual orientation, genetic information or any other characteristic protected by applicable federal, state or local laws. As a result, Pratham USA adheres to an Affirmative Action Plan.

Equal opportunity and equal consideration will be afforded in all personnel actions involving applicants and employees, including recruiting and hiring, selection for training, placement, promotion, rates of pay or other compensation, transfer and layoff, or termination.

## Reasonable Accommodation

In accordance with applicable laws including the Americans with Disabilities Act (ADA) the Americans with Disabilities Amendments Act (ADAA) and the regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC) to ensure equal employment opportunities to qualified individuals with disabilities, Pratham USA will endeavor to make reasonable accommodations for the known physical or mental disabilities of an otherwise qualified employee to enable the employee to perform the essential functions of his or her position unless the accommodation would impose an undue hardship on Pratham USA's operations. If you believe you need a reasonable accommodation, please speak with the Executive Director. You may be required to provide medical documentation substantiating the reasons for the requested accommodation and the nature of the accommodation sought.