



## Equal Employment Opportunity Policy Statement

To: All Employees and Applicants

From: Phil Smith, President & CEO

Date: August 22, 2024

At the Credit Union of Colorado, our values are rooted in community, respect, and inclusion. We are dedicated to creating an open and welcoming workplace that reflects the diversity of the communities we serve by promoting equal employment opportunity and treating everyone with respect and dignity.

Credit Union of Colorado is committed to ensuring equal employment opportunity in all terms, conditions, and privileges of employment for all applicants and employees. No person shall be discriminated against in any aspect of employment because of race, color, religion, sex, sexual orientation, gender identity, pregnancy status, national origin, age, ancestry, genetic information, disability, veteran status, or any other legally protected characteristics. Credit Union of Colorado analyzes its personnel actions rigorously to ensure compliance with this policy, and all individuals with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

Credit Union of Colorado will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the company's legal duty to furnish information.

We believe that our employees deserve to work in an environment free of harassment, bullying, retaliation, and discrimination. We also provide reasonable accommodations for qualified applicants and employees. All employees and applicants are protected, by both company policy and equal employment opportunity/Affirmative Action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation. Please refer to our Discrimination and Harassment and Reasonable Accommodation policies outlined in our employee handbook to learn more.

Credit Union of Colorado's EEO Coordinator is Audrey Walicek, located at the Central Park facility at 8959 E 40<sup>th</sup> Ave, Denver, CO, 80207. If you believe you have not been treated in accordance with this policy, please

contact the EEO Coordinator. Additionally, our Affirmative Action plans are available for review during regular business hours or by appointment upon contacting the EEO Coordinator.

We are committed to creating an inclusive environment where our employees feel comfortable self-identifying their gender, race, sexual orientation, veteran, and disability status. We encourage applicants, new hires, and employees to voluntarily and confidentially self-identify their disability and veteran status annually to help us improve our internal data and enhance our inclusion efforts.

At the Credit Union of Colorado, we hold ourselves accountable for creating an environment where everyone is treated with fairness and respect. I ask for your continued assistance and support in maintaining an equitable workplace that reflects our commitment to equal opportunity.

A handwritten signature in blue ink, appearing to read "Phil Smith". The signature is fluid and cursive, with the first name "Phil" and the last name "Smith" clearly distinguishable.

Phil Smith

President & CEO  
Credit Union of Colorado