

THE EQUALITY PRINCIPLES

(As Amended by the Equality Project (501c3) Executive Board, copyright 2001)

1. The company will prohibit discrimination based on sexual orientation and gender expression or gender identity as part of its written employment policy statement.
2. The company will disseminate its written employment policy statement company-wide.
3. The company will not tolerate discrimination on the basis of any employee's actual or perceived health condition, status or disability.
4. The company will offer equal health insurance and other benefits to employees to cover their domestic partners regardless of the employee's marital status, sexual orientation, gender expression or gender identity.
5. The company will include discussions of sexual orientation, gender expression and gender identity as part of its official employee diversity and sensitivity training communications.
6. The company will give employee groups equal standing, regardless of sexual orientation, gender identity or gender expression.
7. The company advertising policy will avoid the use of negative stereotypes based on sexual orientation, gender identity or gender expression.
8. The company will not discriminate against advertising, marketing or promoting events on the basis of sexual orientation, gender expression or gender identity.
9. The company will not discriminate in the sale of its goods or services based on sexual orientation, gender expression or gender identity.
10. "The company will not bar charitable contributions to groups and organizations on the basis of sexual orientation, gender expression or gender identity.