



Equal Employment Opportunity and Affirmative Action Statement of Policy

It is the policy of CoastHills Credit Union (the "Credit Union") not to discriminate or allow the harassment of employees or applicants on the basis of race, creed, religion or religious dress practices, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, sex stereotype, gender (including gender identity, gender expression, or transitioning status), age (over 40), sexual orientation, military or veteran status, pregnancy (including childbirth, breastfeeding, or related medical condition, or any other characteristic protected by federal, state, or local law. Equal employment opportunity applies to all areas of employment, including but not limited to recruitment, employment, advertising, job application procedures, hiring, placement, upgrading, demoting, training, promotion, transfer, reduction of workforce and termination, rates of pay or other forms of compensation, job assignments, paid time off, benefits, social and recreational programs, and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all positions at the Credit Union. Our policy also prohibits discrimination based on the perception that anyone has any of the listed characteristics above or is associated with a person who has or is perceived as having such characteristics.

Employees and applicants with disabilities are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The Credit Union makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities, unless such accommodations would impose an undue hardship on the operations of the Credit Union's business. It is your responsibility to notify management of the need for accommodation.

The Credit Union and its Chief Executive Officer are fully committed to principles of equal employment opportunity and affirmative action and support the successful implementation of the Credit Union's Affirmative Action Programs. The AVP Human Resources has been appointed as Affirmative Action Officer for the Credit Union, with responsibility for implementation of the Credit Union's affirmative action activities. The Affirmative Action Officer has the full support of top management and the staff necessary to fully implement this Program. All managers and supervisors will take an active part in the Credit Union's AAP to ensure all qualified employees and prospective employees are considered and treated in a nondiscriminatory manner with respect to all employment decisions. Furthermore, the Credit Union will solicit the cooperation

and support of all employees for the Credit Union's Equal Employment Opportunity and Affirmative Action Policy.

Our Affirmative Action Programs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of our Programs. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress in the compliance and implementation of the policy of affirmative action. In accordance with public law, the Credit Union's affirmative action programs for qualified individuals with disabilities and protected Veterans are available for inspection in the Human Resources Department, Monday through Friday, from 9:00 a.m. to 5:00 p.m. upon request.

In addition, employees and applicants will not be subjected to harassment, retaliation, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review or hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Executive Order 11246, all as amended, and/or any other federal, state, or local law or regulation regarding equal employment opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations. The Credit Union 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 contractor's legal duty to furnish information.