

<b>Institute for Medical Research, Inc.</b>	<b>Equal Employment Opportunity</b>	No. 101	
		Effective Date 4/14/09	
		Revision Date	
		Final Approval	Approved by IMR Board of Directors: 4/14/09

**Purpose**

To establish IMR's policy regarding Equal Employment Opportunity.

**Scope**

All IMR Investigators and Employees

**Policy**

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at IMR will be based on merit, qualifications, and abilities. IMR does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender, sexual orientation, status as a parent, national origin, age, disability, or any other characteristic protected by law.

IMR will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, promotion, discipline, termination, and access to benefits and training.

Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the IMR Administrative Office. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination may be subject to disciplinary action, up to and including termination of employment.