

## Equal Opportunity

Blue Shield of California firmly believes in providing a work environment that offers equal opportunity for all.

It is our policy to treat all individuals in the spirit of and in full compliance with equal opportunity requirements without regard to age, ancestry, color, religious creed (including religious dress and grooming practices), denial of family and medical care leave, mental or physical disability (including HIV and AIDS), marital status, medical condition (cancer and genetic characteristics), genetic information, military and veteran status, national origin (including language use restrictions), race (including hair texture and protective hairstyles, such as braids, locks and twists), sex (including pregnancy, child birth, breastfeeding, and medical conditions related to pregnancy, child birth or breastfeeding), gender, gender identity and gender expression, sexual orientation, association with a person or group with one or more of these actual or perceived characteristics, or any other basis protected by federal, state or local law. Our policy prohibits harassment or discrimination of applicants and employees related to any of these characteristics.

In order to maintain a work environment that is free of discrimination, we have established a continuing Affirmative Action Program to assure equal employment opportunity in all of our actions relating to recruitment, hiring, compensation, benefits, promotions, transfers, terminations, layoffs, recalls, and training and development programs.

