



## Equal Opportunity Employer Statement

Serenity Lane provides equal opportunities to all individuals of all protected classes, as listed below. This applies to all employment, education and patient care related activities.

\*Protected Class Under Federal Law: Race; color; national origin; sex (includes pregnancy-related conditions); religion; retaliation; association with protected class; genetic info (under Genetic Information Nondiscrimination Act); age (40 and older); Veterans, Physical or Mental Disability; taking leave under the Family and Medical Leave Act of 1993; and any other protected class as defined by federal law.

\*Protected Class Under Washington State Law: The law prohibits unfair employment practices because of a person's: opposition to a discriminatory practice; presence of any sensory, mental, or physical disability; use of a trained dog guide or service animal; HIV/AIDS and Hepatitis C Status; race/color; creed; national origin; sex (including pregnancy); marital status; age (40+); sexual orientation, including gender identity; honorably discharged veteran or military status; state employee or health care whistleblower status.

\*Protected Class Under Oregon State Law: All Federally protected classes, plus: age (18 and older); Members of the Uniformed Services; Taking leave to serve in state-organized militia; taking leave prior to or during leave from deployment by spouse or same-sex domestic partner of member of the armed forces under the Oregon Military Leave Act; taking leave under the Oregon Family Leave Act; Sexual Orientation and Gender Identity; Marital Status; Retaliation based upon Family Relationship; Prohibition on Genetic Screening and Brain-wave Testing; Right to Testify at Employment Department Hearings; Access to Employer - owned Housing; Right to Report Health Care Violations; Leave to Donate Bone Marrow; Victims of Domestic Violence, Harassment, Sexual Assault or Stalking including Leave Provisions; Prohibition on Polygraph Exams; Limits on Breathalyzer and Blood Alcohol Testing; Expunged Juvenile Record; Credit Records or Credit History Injured Workers; Right to File a Lawsuit, Testify in Criminal or Civil Proceedings or Report Criminal Activities; Leave to Serve in the State Legislature; Right to Testify Before the State Legislature Prohibition on Employer Requiring Medical Release unless employer pays out-of-pocket costs; Medical Release as a Condition of Continued Employment; Opposition to Health or Safety Conditions; Use of Lawful Tobacco Products on off-duty hours.