



### **Affirmative Action/Equal Employment Opportunity Policy Statement**

It is the policy of Opera Singers Initiative to provide and promote equal employment opportunity in employment compensation and other terms and conditions of employment without discrimination based on age, race, creed, color, national origin, gender, sexual orientation, disability, marital status, , genetic predisposition, or carrier status.

Opera Singers Initiative is committed to assuring equal employment opportunity and equal access to services, programs and activities for individuals with disabilities. It is our policy to provide reasonable accommodation to a qualified individual with a disability to enable such individual to perform the essential functions of the position for which he/she is applying or in which he/she is employed. Further, it is the policy of Opera Singers Initiative to provide reasonable accommodation for religious observers.

The policy applies to all employment practices and actions. It includes, but is not limited to, recruitment, job application process, examination and testing, hiring, training, disciplinary actions, rate of pay or other compensation, advancement, classification, transfer, reassignment and promotions. Opera Singers Initiative's designated person for issues concerning Equal Employment Opportunity is William R. Lee, Cushman and Wakefield, 1290 Avenue of the Americas, New York, New York 10104, (212) 698-2613.