

Equal Opportunity Policy

Adopted by the executive committee of the American Academy of Actuaries, August 18, 1993

THE AMERICAN ACADEMY OF ACTUARIES (“the Academy”) is an equal opportunity employer. It also offers services, membership benefits, and opportunities to its present and prospective members (referred to hereinafter collectively as “members”) on a nondiscriminatory basis. It is the Academy’s policy to refrain from unlawful discrimination against employees and members on the basis of race, color, national origin, ancestry, personal appearance, age, gender, pregnancy, marital status, sexual orientation, family responsibilities, religious affiliation, matriculation, political affiliation, physical, mental, or emotional disability, source of income, place of residence, or unfavorable discharge from military service, as those terms are defined by ap-

plicable state and federal law. These characteristics are referred to hereinafter as “protected characteristics.”*

Further, it is the Academy’s policy to provide its employees and members with a working environment that is free from unlawful discrimination based upon any of the protected characteristics described above. No Academy employee or member should be subjected to such discrimination while working for, or engaging in activities conducted by, the Academy.

It is also a violation of this policy for an Academy employee or member to seek to retaliate against any individual for complaining of a violation of the Academy’s anti-discrimination policy.**

* The list of protected characteristics is compiled from applicable District of Columbia, Illinois, and federal laws.

** This statement is not intended to preclude the good-faith exercise of an individual’s legal rights.