



Medical Reserve Corps of Illinois Board Policy

NON-DISCRIMINATION & EQUAL OPPORTUNITY POLICY

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Approved by	MRCIL Board	Date adopted	February 20, 2026

The Medical Reserve Corps of Illinois (MRCIL) requires directors, officers, employees and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of MRCIL, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

EQUAL EMPLOYMENT OPPORTUNITY COMMITMENT

I. Purpose

MRCIL is committed to the concept and practice of equal employment opportunity in hiring, employment, and promotion decisions.

MRCIL seeks to employ and advance the best qualified employee without regard to race, color, sex (including pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth, or breastfeeding), gender, religious creed (including religious dress and grooming practices), marital status, domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition, genetic information and characteristics, sexual orientation, gender identity or expression, military or veteran status, or any other basis protected under federal, state, or local laws.

II. Complaints

- If an employee or volunteer observes or is subjected to unlawful discrimination by a board member, employee, manager, supervisor, volunteer, client, agent, vendor, or any other third party to MRCIL, we request that he/she promptly and fully report the facts of the incident and the names of the individuals involved to your immediate supervisor.

- Supervisors must report all complaints and any violation of this policy that they know of to a member of the Board immediately. If you are uncomfortable discussing the matter with your supervisor, or if the matter involves your supervisor, or if the matter is not resolved, you should immediately notify one of the Board Co-Chairs.

III. Remedies

- All reports will be promptly, completely, and fairly investigated and kept as confidential as possible. If misconduct is found or if the policy has been violated, appropriate remedial action will be taken.
- Management will not retaliate against employees reporting a complaint or participating in an investigation, and MRCIL will make every effort to deter and correct unlawful discrimination from occurring at work.

MRCIL shall abide by all federal, state and local laws and regulations related to ensuring that all applicants, employees and volunteers are treated fairly, equally under the law(s) and with dignity and respect.

This policy was adopted by the MRCIL Board on: February 20, 2026