

**CARMICHAEL WATER DISTRICT
POLICY MANUAL**

POLICY 2000: Equal Opportunity Employment and Employment Relationship

2000.10 Equal Opportunity Employment

Carmichael Water District (District) is an equal opportunity employer and makes employment decisions on the basis of merit and wants to have the best available persons in every job. District policy prohibits unlawful discrimination based on race, color, gender (including gender identity and gender expression), religious creed (all aspects of religious beliefs, observance or practice, including religious dress or grooming practices), marital status, registered domestic partner status, age (40 years or older), national origin, ancestry, physical or mental disability, medical condition (including cancer or a record or history of cancer, and genetic characteristics), sex (including pregnancy, childbirth, breastfeeding, or related medical condition), genetic information, sexual orientation, military and veteran status, or any other consideration made unlawful by federal, state, or local laws.

2000.20 Employment Relationship

No policy, guideline, or statement contained elsewhere in this manual should be applied or construed to be either an express or implied contract of employment. Employees are employed at the will of the District for an indefinite period, and therefore may be terminated by the District at any time, for any reason. Likewise, an employee may resign from the District at any time for any reason. The “at-will” disclaimer does not, and is not intended to interfere with, limit or relinquish an employee’s right to join with others to work toward altering the terms and conditions of their employment, including at-will status or discussing terms of employment with co-workers.