



Cold Spring Harbor Laboratory

EQUAL OPPORTUNITY POLICY FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

This serves to reaffirm Cold Spring Harbor Laboratory's policy not to discriminate against any employee or applicant for employment because of status as a protected veteran and/or physical or mental disability in regard to any position for which the employee or applicant is qualified. Cold Spring Harbor Laboratory is a government contractor and has developed an Affirmative Action Plan to employ, advance in employment, and otherwise treat qualified protected veterans and individuals with disabilities without discrimination based upon their protected veteran and/or physical or mental disability status in all employment practices. Cold Spring Harbor Laboratory will recruit, hire, train, promote, upgrade, demote, transfer, layoff, terminate, compensate, and select for training persons in all job titles, and ensure that all other personnel actions are administered without regard to protected veteran and/or disability status; and ensure that all employment decisions are based only on valid job requirements. This Affirmative Action Plan is available for inspection in the Human Resources Department during regular business hours.

Cold Spring Harbor Laboratory extends an invitation to self-identify as a protected veteran and/or individual with a disability all applicants both pre-offer and post-offer. Employees and applicants are not to be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities involving the laws enforced by OFCCP, the Americans with Disabilities Act, or any other Federal, state or local laws requiring equal opportunity:

1. filing a complaint;
2. assisting or participating in an investigation, compliance review, hearing, or any other related activity;
3. opposing any act or practice made unlawful by these laws; or
4. exercising any other right protected by these laws or implementing regulations.

Katherine G. Raftery, VP, Chief Human Resources Officer, is designated as Equal Employment Opportunity Coordinator of the Affirmative Action Program for Cold Spring Harbor Laboratory and is responsible for its implementation, including audit and reporting systems. Katherine G. Raftery's telephone number is (516) 367-8499. If any employee has a suggestion, problem, or complaint, they should feel free to contact Katherine G. Raftery.

As President in charge of Cold Spring Harbor Laboratory, I hereby reaffirm our commitment to advance the concepts of equal opportunity. To ensure that this policy is adhered to, in the day-to-day activities of our management, all personnel actions will be monitored, analyzed, and reported on periodically throughout each year.

Bruce W. Stillman, President
Cold Spring Harbor Laboratory

June 16 2023
Date