



The Ehlers-Danlos Society (hereby referred to as The Society) is an equal opportunities employer. Employment decisions are based on merit, economic feasibility, and business needs. We embrace and encourage our employees' differences in race, nationality, ethnicity, gender, marital or civil partner status, caring responsibilities, disability, gender identity, age, social class, sexual orientation, or religion/belief.

The Society complies with all relevant laws including but not limited to the following laws:

USA

- Civil Rights Act 1991
- Americans with Disabilities Act 1990
- Age Discrimination in Employment Act 1967
- Equal Pay Act 1963
- Fair Labor Standards Act
- Rehabilitation Act 1973
- Genetic Information Nondiscrimination Act 2008

UK

- Equality Act 2010
- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Race Relations Amendment Act Feb 2000
- Asylum & Immigration Act 2004
- Human Rights Act Nov 1998

The Society will also consider requests for reasonable accommodation wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the essential duties and assignments connected with the job, and provided that any accommodations made do not impose an undue hardship on The Society. We ask that you provide all requests for reasonable accommodation in writing to the Team Coordinator and include both your rationale and medical support for the requested accommodation.

When working with The Society, accommodations can be pursued by contacting our Team Coordinator, who will work with you to evaluate and access reasonable accommodations.

This policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, termination, compensation, benefits, and all other conditions and privileges of employment in accordance with applicable laws and regulations.

The Chief Executive Officer is primarily responsible for seeing that The Society's equal employment opportunity policies are implemented. Concerns, if any, should be addressed to the Chief Executive Officer, in writing. All members of staff share in the responsibility for assuring that by their personal actions, they do not violate these policies. Any employees, including line managers, involved in discriminatory/harassing practices will be subject to appropriate disciplinary action, up to and including termination of employment.

Policy Review and Amendments

This policy will be reviewed annually, by the end of the first quarter (Q1), to ensure that it continues to meet the needs of The Society and its community.

How to Contact Us

If you have any questions about The Society's Hiring Policy, please do not hesitate to contact us.

Email us at: info@ehlers-danlos.com

Call us: +1 410-670-7577 or +44 203 887 6132

Or write to us at: The Ehlers-Danlos Society Headquarters, 1732 1st Ave. #20373, New York, NY 10128, USA or The Ehlers-Danlos Society Europe Office, Office 7, 35-37 Ludgate Hill, London, EC4M 7JN, United Kingdom