



AMERICAN SOCIETY OF CLINICAL ONCOLOGY

Policy Name: Affirmative Action Policy of American Society of Clinical Oncology
Policy Number: EMP-025
Policy applies to: Society and Affiliates
Date last Reviewed: 09/25/2023
Prior Revision Date(s):
Date of Adoption: 09/25/2023
Approving Body: Office of the CEO
Contact Department: HR
Visible to: Staff and Public

It is the policy of American Society of Clinical Oncology and its affiliates (“ASCO”) to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information, or any other protected characteristic under applicable law. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all ASCO-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations, will be adhered to by ASCO where appropriate.

ASCO will take affirmative action, as called for by applicable laws and Executive Orders, to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons, are introduced into our workforce and considered for promotional opportunities.

Employees and applicants shall not be subjected to harassment, intimidation, or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

It is the responsibility of each supervisor of ASCO to ensure affirmative implementation of this Affirmative Action policy, as well as ASCO’s Non-Discrimination, Harassment, and Whistleblower policies. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.

The Director, Human Resources Operations (Affirmative Action Officer) has been assigned to direct the establishment and monitor the implementation of personnel procedures to guide our Affirmative Action Program throughout ASCO. ASCO's Affirmative Action Plans are available for inspection by any employee or applicant for employment, Monday through Friday during normal business hours. Please contact the Affirmative Action Officer at 571-483-1464.