

Affirmative Action Policy Statement

To further its goal of equal employment opportunity for all employees and prospective employees without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law, the Corporation states as its policy the following:

It is the policy of First Commonwealth, in accordance with all applicable laws, to recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, marital status, military status, genetic information or any other category protected by applicable law.

All employment decisions shall be consistent with the principle of equal employment opportunity, and only job-related qualifications will be required.

Additionally, this policy applies to all aspects of the employment relationship, including recruitment, hiring, compensation/benefits, promotion, transfer, disciplinary action, training, employer-sponsored social and recreational activities, and the use of employer facilities.