

EEO Affirmative Action ^[1]

At NPC, we are fully dedicated to our diversity programs and our Equal Employment Opportunity (EEO) mission.

Our policy is to employ and retain the most qualified individuals regardless of an individual's race, creed, color, religion, national origin, nationality, ancestry, gender (including pregnancy), sexual orientation, gender identity — characteristics or expression, age, marital status, domestic partnership status, covered veteran status, military status, disability, or any other characteristic protected by law. This policy applies to recruiting, hiring, promotions, compensation, employee benefits, transfers, layoffs, terminations, company-sponsored training, education, tuition assistance and social or recreational programs, and all other terms and conditions of employment.

We see our commitment to EEO as a moral imperative, and we also have a compelling business rationale for EEO. As the American workforce rapidly becomes more diverse, we face the challenge of creating new and better ways of recruiting and retaining talent from all segments of the American workforce, and we ensure that NPC continues to provide a positive environment where we can all work together comfortably and effectively.

Equal Employment Opportunity

NPC is an equal opportunity employer. It is NPC's policy to provide a workplace that is free from discrimination based on an individual's race, creed, color, religion, national origin, nationality, ancestry, gender (including pregnancy), sexual orientation, gender identity — characteristics or expression, age, marital status, domestic partnership status, covered veteran status, military status, disability, or any other characteristic protected by law. It is also NPC's policy that all Company employees strictly comply with all laws and regulations regarding Equal Employment Opportunity ("EEO") and that skills, qualifications and other job-related and business criteria are the sole bases for all employment-related decisions.

Americans with Disabilities Act ("ADA")

It is NPC policy to comply with all applicable provisions of the Americans with Disabilities Act ("ADA") and any state laws protecting applicants and employees with disabilities. The Company provides reasonable accommodation to protect the rights of qualified individuals with disabilities in all aspects of employment, except where undue hardship to the Company exists. An individual has a "disability" if he or she meets at least one of the following tests:

- He or she has a physical or mental impairment that substantially limits one or more of his or her major life activities;

- He or she has a record of such an impairment;
- He or she is regarded as having impairment.

A qualified individual is an individual who satisfies the prerequisite skills, experience, education and other job requirements of the position and who is able to perform all of the essential functions of the position (i.e., job tasks that are fundamental, not marginal, job duties) with or without reasonable accommodation.

Reasonable accommodation is a modification or adjustment to a job application process or work environment which enables a qualified individual with a disability to be considered for the position or to perform the essential functions of the position and to enjoy the same benefits and privileges of employment, but does not cause undue hardship to the Company.

Once a reasonable accommodation is made, the individual with a disability will be subject to the same job requirements and performance standards as all other individuals in that position.

Affirmative Action Plan

In addition, as a federal contractor, NPC has an Affirmative Action Plan which assists the Company in achieving its EEO goals and which is designed to address those areas where underutilization of women and minorities has been identified.

Harassment

It is the policy of NPC to provide a work environment that is safe, conducive to good job performance, and free from unlawful discriminatory practices, including harassment and inappropriate conduct of a harassing nature. The Company will not tolerate discriminatory harassment or inappropriate conduct of a harassing nature directed against any individual on the basis of race, creed, color, religion, national origin, nationality, ancestry, gender (including pregnancy), sexual orientation, gender identity — characteristics or expression, age, marital status, domestic partnership status, covered veteran status, military status, disability, or any other characteristic protected by law. NPC will take all steps necessary to prevent such harassment or inappropriate conduct of a harassing nature by supervisors, other employees or non-employees.

Accordion Type:

Collapsible

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Links

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