



Foundation of the Association of Energy Engineers

FAEE Non Discrimination Policy

It is the policy of the Foundation of the Association of Energy Engineers to serve and treat all candidates who are eligible for scholarships without regard to any non-merit factor. Accordingly, the Foundation does not tolerate discrimination by its employees or Board members when they are serving individuals who are eligible for its programs based on any non-merit factor, including: race, national origin, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy, military status, disability (physical or mental), age, status as a parent, or genetic information. This policy covers all scholarship award actions, including distribution of applications, selection process and continuance of scholarship funding.

All of the Foundation of the Association of Energy Engineers employees are responsible for complying with this policy in discharging their job duties.

All information provided regarding any impairment will be handled confidentially to the extent allowable by law.

Candidates for scholarships with questions or concerns about any type of discrimination in the scholarship award process are encouraged to bring these issues to the attention of the President or to the Chairman of the Board immediately so any such questions or concerns may be addressed promptly.

If there is a finding of non-compliance with the non-discrimination policy set forth above, appropriate disciplinary action, ranging from counseling to termination, will be taken against the employee who violated the policy.