

# Equal Employment Opportunity Policy



## WHY DOES IT MATTER?

Pacific Life is firmly committed to maintaining a workplace based on our core values, which stress the quality of our products and services, the importance of teamwork, and the need for all employees to treat each other with dignity and respect. Encouraging a respectful and productive work environment that is free from harassment and discrimination supports our core value *People.*

## HOW DOES THIS APPLY TO ME?

It is the policy and practice of Pacific Life to provide and promote equal employment opportunities for all applicants and employees. It is our intent to maintain a work environment which is free of harassment, discrimination, or retaliation because of age, ethnicity, race (including traits historically associated with race, such as hair texture and protective hairstyles, including braids, locks and twists), religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding and / or related medical conditions), gender, gender identity, gender expression, sexual orientation, military or veteran status, or any other status protected by federal, state, or local laws.

Pacific Life requires that all employment-related decisions and practices, including but not limited to recruiting, hiring, promotion, training, compensation, retention, and termination be made on the basis of merit, qualifications, ability and other legitimate business reasons and be free from unlawful discrimination.

## RELATED POLICIES, PROCEDURES, FORMS, OR OTHER RESOURCES

- [Employee Handbook](#)
- [Preventing Harassment, Discrimination, and Retaliation Policy](#)

## WHAT IF I HAVE QUESTIONS OR NEED MORE INFORMATION?

Contact one of the following resources:

- [HR Business Partner](#)
- [HR Employee Relations](#)  
(949) 219-3532  
[Tim.Shontere@PacificLife.com](mailto:Tim.Shontere@PacificLife.com)
- [Enterprise Compliance](#)  
[ItStartsWithMe@PacificLife.com](mailto:ItStartsWithMe@PacificLife.com)