The IUOE Local 95 Training Fund is committed to providing a respectful learning and working environment where individuals are treated fairly and have equal access to training opportunities.

Equal Opportunity

The Training Fund prohibits discrimination based on race, color, religious creed, national origin, ancestry, sex, pregnancy, sexual orientation, gender identity or expression, age, disability, genetic information, veteran status, or any other characteristic protected by applicable federal, state, or local law.

This policy applies to recruitment, admissions, enrollment, instruction, hands-on training, testing, grading, access to equipment and facilities, financial assistance, discipline, program completion, and employment practices.

Training eligibility requirements, prerequisites, attendance rules, safety standards, and performance expectations will be applied fairly and consistently. Program eligibility requirements established by governing plan documents and applicable agreements must be administered in accordance with applicable law.

Respectful Conduct and Harassment Prevention

Discrimination, harassment, intimidation, and retaliation are prohibited. This includes discriminatory slurs, offensive jokes, unwelcome sexual conduct, threats, derogatory images or messages, and other conduct directed at an individual because of a characteristic covered by this policy.

This policy applies to students, apprentices, instructors, employees, trustees, contractors, and visitors during classes, laboratory activities, school-sponsored events, online instruction, and program-related communications.

Reasonable Accommodations

The Training Fund will provide reasonable accommodations for qualified individuals with disabilities and for sincerely held religious beliefs and practices, as required by applicable law. Requests related to pregnancy, childbirth, or related medical conditions will also be addressed in accordance with applicable law.

Individuals may request an accommodation by contacting the Training Director or designated policy coordinator. Requests will be evaluated individually and promptly. Medical and other sensitive information will be handled confidentially and shared only as necessary.

Reporting Concerns

Anyone who experiences or witnesses discrimination, harassment, or retaliation is encouraged to report the concern promptly, verbally or in writing, to: The Training Director.

Individuals are not required to confront the person involved before making a report. Instructors and staff who receive a complaint or observe possible violations must promptly notify the designated contact.

Response and Corrective Action

The Training Fund will review complaints promptly and conduct a fair and impartial investigation appropriate to the circumstances. Information will be shared only with those who need it to investigate, respond, or satisfy legal obligations; complete confidentiality cannot be guaranteed.

When appropriate, interim measures will be taken to protect participants while a complaint is reviewed. Confirmed violations may result in corrective action, including counseling, training, restrictions on participation, disciplinary action, removal from a program, or termination of employment or contractual services, consistent with applicable procedures and agreements.

Protection Against Retaliation

Retaliation is prohibited against anyone who makes a good-faith report, requests an accommodation, opposes discrimination, or participates in an investigation. A complaint does not have to be substantiated for this protection to apply.

External Rights and Policy Administration

This policy does not limit an individual's right to contact an appropriate government agency or pursue available legal remedies. Using the Training Fund's complaint process does not extend external filing deadlines.