



WECA Equal Opportunity Pledge

Western Electrical Contractors Association and the Apprenticeship Training Committee (ATC) will not discriminate against apprentice applicants or apprentices based on race, color, religion (including religious dress and grooming practices), religious creed, sex (including pregnancy, childbirth, breastfeeding and related medical conditions), sexual orientation, gender, gender identity, gender expression/gender identity/transgender, national origin or ancestry, marital status, registered domestic partner status, age (40 years old or older), physical or mental disability, medical condition (including cancer or a record or history of cancer and genetic characteristics), genetic information, military and veteran status, or any other status protected by law. The Sponsor and Administrators of this program will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the California Plan for Equal Opportunity in Apprenticeship, by the California Code of Regulations, Title 8, Chapter 2 and/or by Title 29 of the Code of Federal Regulations, part 30, as applicable.

Further, the ATC is committed to prohibiting unlawful sexual harassment and other unlawful harassment related to race, color, religion (including religious dress and grooming practices), religious creed, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), sexual orientation, gender, gender identity, gender expression/gender identity/transgender, national origin or ancestry, marital status, registered domestic partner status, age (40 years old or older), physical or mental disability, medical condition, (including cancer or a record or history of cancer and genetic characteristics), genetic information, military and veteran status, or any other status protected by law. This policy applies to all persons involved in the apprenticeship program, including WECA Staff, Supervisors, Instructors, Contractors, Journeypersons, Apprentices and Trainees. Unlawful harassment in any form, including verbal, physical and visual conduct, threats, demands or retaliation will not be tolerated by the ATC.