

American Society of Nepalese Engineers Nondiscrimination Policy

American Society of Nepalese Engineers (ASNEng) is a nonprofit organization tax exempt under the IRS Code 501(C)(3). The Society prohibits discrimination against and harassment of any member, employee, volunteer or membership applicant for employment because of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, veteran status (special disabled veterans, disabled veterans and Vietnam-era veterans), or any other characteristic protected under applicable federal or state law.

It is the policy of the American Society of Nepalese Engineers (ASNEng) to:

- Strictly follow personnel procedures that will ensure equal opportunity for all people disregard of race, color, religion, creed, national origin, gender, sexual orientation, age, ancestry, marital status, disability, veteran or draft status;
- Make reasonable accommodations wherever necessary for all members, employees, volunteers or membership applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job and provided that any accommodations made do not require significant difficulty or expense;
- Achieve understanding and acceptance of American Society of Nepalese Engineers' policy on Equal Employment Opportunity/Volunteering Opportunity by all employees and by the communities in which the company operates;
- Thoroughly investigate instances of alleged discrimination and take corrective action, if warranted;
- Be alert to identify and correct any practices by individuals that are at variance with the intent of the Equal Employment Opportunity Policy.

American Society of Nepalese Engineers (ASNEng) - a non-profit organization established in September 2007 with IRS 501(c) (3) tax exempt status – aims at providing a common platform for people of Nepalese background and their friends, in engineering and closely related scientific and technical areas to come together, exchange ideas, and support each other for their and the larger society's common good and benefits. It operates for engineering, scientific and technological research and educational purposes. The Society also strives at promoting engineering, scientific, and technological advancement in Nepal. The Membership application form and detailed information on ASNEng and updates on its recent activities can be found at <http://www.ASNEng.org>.