

Equal Employment Opportunity and Affirmative Action Plan

US policy

The Firm's commitment to equal opportunity

White & Case is an Equal Opportunity Employer. The Firm's commitment to equal opportunity applies during every phase of an individual's career with the Firm—including, but not limited to, recruitment, employment, job assignment, training, promotion, salary and other forms of compensation and termination—and in all of the Firm's offices. Our commitment is to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, protected veteran, disabled status, gender identity, or sexual orientation or any other basis protected by federal, state or local law.

The Firm prohibits discrimination and harassment of employees, applicants for employment, and others where required by law, based on actual or perceived race, creed, color, ethnicity, national origin, citizenship or immigration status, age, sex, sexual orientation, gender identity or expression, religion, military or veteran status, pregnancy, parental status, disability, genetic information, marital or family status, or any other basis protected by applicable federal, state, or local law. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by the Firm where appropriate.

The Firm also provides for reasonable accommodations for qualified individuals in accordance with federal, state, and local law.

The Firm strictly prohibits retaliation against any individual because they have in good faith reported unlawful discrimination or harassment; participated or cooperated in an investigation or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or exercised any other legal right protected by federal, state, or local law requiring equal opportunity.

Everyone at the Firm shares a responsibility for creating equal opportunities for all. It is the responsibility of each partner and supervisor to ensure compliance with this policy. All individuals associated with the Firm are expected to recognize this policy and cooperate with its implementation. Any individual, regardless of position or title, whom the Firm determines has engaged in conduct that violates this policy will be subject to discipline, up to and including termination.

Affirmative action

White & Case will take affirmative action as called for by applicable laws and United States Executive Orders to ensure that minority group individuals, women, protected veterans, and qualified disabled persons are included in the recruitment process and considered as promotional opportunities arise.

Additional resources

The America's Chief People Officer has been tasked with overseeing the development and enforcement of procedures to support this policy.

For more information, contact HRCompliance@whitecase.com.