

WOMEN'S CENTER-YOUTH & FAMILY SERVICES

Equal Employment Opportunity Policy

Women's Center-Youth & Family Services is committed to the principles of non-discrimination and equal opportunity in employment and in the delivery of services.

EMPLOYMENT: In keeping with our commitment to the diverse communities we serve, Women's Center-Youth & Family Services is an Equal Employment Opportunity (EEO) employer. Women's Center-YFS will not discriminate against qualified applicants or employees with respect to any terms or conditions of employment based on race, color, sex, marital status, pregnancy, religious creed, national origin, ancestry, age, disability, medical condition (including, but not limited to, cancer and AIDS), veteran status, sexual orientation, gender identity, genetic characteristics, political affiliation, or any other protected characteristic under federal, state, or local law that is not a bona fide occupational qualification for a particular job.

DELIVERY OF SERVICES: Women's Center-Youth & Family Services will not discriminate in the delivery of services or benefits based on the above identified bases.

PROCEDURES: Women's Center-Youth & Family Services will promote equal opportunity through a continual and progressive Equal Employment Opportunity Program (EEOP). The objective of the program is to ensure nondiscrimination in all areas of employment (e.g., recruitment, hiring, promotions, and training), and in the delivery of services and benefits. Please direct all inquiries regarding the application of Federal and State employment law to the Director of Administration.

If an individual becomes aware of a complaint alleging discrimination involving the employees, clients, volunteers or contractors, the staff must immediately notify the Director of Administration. The Director of Administration will follow-up with the complainant to determine the next appropriate step.

To achieve the goals of Women's Center-Youth & Family Services EEO Program, it is necessary that all members of the organization understand the importance of the program and their responsibility to contribute toward its achievement. The concepts of equal opportunity and nondiscrimination are based on the idea that all people will be treated fairly and equitably.

Women's Center-Youth & Family Services will disseminate this policy to all staff annually.