

## **EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT**

It is the policy of Jewish Family Services (JFS) to provide equal employment opportunity and not discriminate against any individual, whether employee or applicant for employment because of their race, creed, color, religion, sex, age, national origin, handicap, physical condition, developmental disability, sexual orientation, veteran status, marital status, military status, or any other characteristic protected by state or federal law. We are strongly committed to this policy and believe in the concept and spirit of the law.

JFS is committed to assuring that:

All recruiting, hiring, training, promotion, compensation, demotion, transfer, selection for training including apprenticeship, layoff and terminations are provided fairly to all persons on an equal opportunity basis without regard to race, creed, color, religion, sex, age, national origin, handicap, physical condition, developmental disability, sexual orientation, veteran status, marital status, military status, or any other characteristic protected by state or federal law;

Employment decisions are based on the principles of equal opportunity and affirmative action;

Equal opportunity is provided for disabled veterans of the Vietnam Era and will commit the necessary time and resources, both financial and human, to achieve the goals of equal employment opportunity and affirmative action.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have exercised any right protected by law.

JFS believes in and practices equal opportunity and affirmative action. Andrea Walls-Slamka, Human Resources Manager has been appointed Equal Employment Opportunity Coordinator and is responsible for planning and implementing our affirmative action program as well as for its day-to-day monitoring of affirmative action related decisions and activities. All personnel who are responsible for hiring and promoting employees and for the development and implementation of programs or activities are charged to support this program. They shall provide leadership in implementing affirmative action goals and initiatives.

JFS maintains Affirmative Action Plans for minorities, females, disabled individuals and veterans. Any questions regarding these Plans should be directed to Andrea Walls-Slamka Human Resources Manager. If you wish to view JFS' Plans, contact Andrea Walls-Slamka during regular business hours.

During the life of the contract with the State of Wisconsin, JFS shall comply with s. 16.765, Wis. Status., state regulations and federal laws relating to equal employment opportunities and affirmative action. JFS shall continue to work cooperatively with government and community organizations to take affirmative action to ensure equal employment and advancement opportunities.