

II. Policy Statement

Equal Opportunity Employer Policy Statement

DISCOVER GOODWILL, SOUTHERN & WESTERN COLORADO is an equal opportunity employer and supports this philosophy through its employment policies and practices. We seek and encourage a diversity of skills, talents and viewpoints in our workforce. We strive to place the best available persons in every job and make employment decisions based on merit. Senior management is committed to the principles of equal employment opportunity and to developing a diverse workforce. The top United States executive(s) at DISCOVER GOODWILL, SOUTHERN & WESTERN COLORADO support this Affirmative Action program.

All of us are responsible for actively supporting a work environment which provides qualified employees and applicants with equal employment opportunity on a nondiscriminatory basis without regard to race, color, age, national origin, religion, sex, gender identity and sexual orientation, ancestry, marital status, disability, medical condition, veteran status, genetic information, or any other non-job related basis prohibited by applicable federal, state or local law. Harassment of all kinds is prohibited.

Our equal employment opportunity policies apply to all applicants and employees of the Company and to all areas of organizational life and employment practices. This includes but is not limited to recruitment, hiring, job assignment, training, compensation, benefits, promotion, demotion, dismissal, working conditions and all other conditions and privileges of employment.

If anyone is aware of noncompliance with these principles, it should be immediately reported to a supervisor or a member of Human Resources.

PAY TRANSPARENCY POLICY STATEMENT

DISCOVER GOODWILL, SOUTHERN & WESTERN COLORADO will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. (41 C.F.R. 60-1.35(c))

4/4/2019
Date


Program Approved By:

EQUAL EMPLOYMENT OPPORTUNITY POLICY
41 C.F.R. Section 60-300.44(a), 41 C.F.R. Section 60-741.44(a)

It is our policy to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, we are dedicated to taking affirmative action to employ and advance in employment protected veterans and individuals with disabilities. All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion of persons in all job titles, will be administered without regard to protected veteran or disability status and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, or discrimination for:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of VEVRAA, Section 503 or any other Federal, State, or local law requiring equal opportunity for protected veteran or individuals with disabilities;
3. Opposing any act or practice made unlawful by VEVRAA, Section 503 or its implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for protected veterans and individuals with disabilities; or
4. Exercising any other right protected by VEVRAA, Section 503 or its implementing regulations.

This EEO policy has the full support of our top US Executive, who has assigned responsibility for its implementation to our EEO Coordinator. The EEO Coordinator has designed and implemented an audit and reporting system to monitor and maintain compliance with the Acts.

A copy of the Equal Employment Opportunity statement that reaffirms our commitment to protected veterans and individuals with disabilities is posted in a form that is accessible and understandable to an individual with a disability.

4/4/2019
Date



Program Approved By: