



CHILD & FAMILY RESOURCES

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

It is the policy of Child & Family Resources not to discriminate against any employee or any applicant for employment because of affectional or sexual orientation; age; ancestry, national origin or nationality; atypical hereditary cellular or blood trait, disability, genetic information or refusal to submit a genetic test or make available the results of a genetic test; breastfeeding, gender identity or expression, pregnancy, or sex; civil union, domestic partnership, or marital status; color or race; creed or religion, domestic violence victim status, military or veteran status; or any other characteristic protected by applicable law. This policy shall include, but not be limited to, the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training including apprenticeship, layoff and termination. This company further agrees to take affirmative action to ensure equal employment opportunities.

Heather Cecco has been appointed Equal Employment Opportunity Officer 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.

Child & Family Resources shall comply with state regulations and federal laws relating to equal employment opportunities and affirmative action. The organization shall continue to work cooperatively with government and community organizations to take affirmative action to ensure equal employment and advancement opportunities.

Heather Cecco
Typed Name

Controller
Title