

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

The Connecticut Junior Republic agrees and warrants that we do not discriminate or permit discrimination against any person or group of persons except in the case of a bona fide occupational qualification on the grounds of race, color, religious creed, age, marital or civil union status, financial status, national origin, ancestry, sex, mental retardation, mental disability, learning disability, lawful source of income, sexual orientation or physical disability, including, but not limited to, blindness or deafness, genetic information and family history. Such actions shall include, but shall not be limited to the following:

1. Employment upgrading
2. Demotion, or transfer
3. Recruitment or recruitment advertising
4. Layoff or termination
5. Rates of pay or the forms of compensation
6. Selection for training, including apprenticeship.

This agency further agrees and warrants that we are in compliance with all laws and regulations of the United States and the State of Connecticut regarding equal employment opportunity and public accommodations with respect to our programs, clients, officers, employees and volunteers.

The Connecticut Junior Republic recognizes that the effective application of the policy requires that certain positive steps be taken, and it will, therefore, undertake a program of affirmative action to make known its commitment in this regard.

The Connecticut Junior Republic will additionally assert its leadership within the community to achieve full employment and effective utilization of the capabilities and productivity of all persons without regard for race, color, religious creed, age, marital or civil union status, financial status, national origin, ancestry, sex, mental retardation, mental disability, learning disability, lawful source of income, sexual orientation or physical disability, including, but not limited to, blindness or deafness.

Date of Adoption: May 5, 1982  
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