



Equal Employment Opportunity Policy

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of the Resource Center or Independent Living, Inc. not to discriminate against any applicant for employment, or any employee because of age, color, sex, sexual orientation, gender identity, disability, national origin, race, religion, veteran status, or other class of people protected by Federal and/or State law.

The Resource Center or Independent Living, Inc. will take affirmative action to ensure that the EEO Policy is implemented, with particular regard to advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

The Resource Center or Independent Living, Inc. will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is the policy of the Resource Center or Independent Living, Inc. and all employment decisions are based on individual merit only.

All current employees of the Resource Center or Independent Living, Inc. are requested to encourage qualified disabled persons, minorities, special disabled veterans, and Vietnam Era veterans to apply for employment, on the job training or for union representation for qualified disabled individuals.

It is the policy of the Resource Center or Independent Living, Inc. that all agency activities, facilities, and job sites are non-segregated. Separate or single-user toilet and changing facilities are provided to assure privacy.

It is the policy of the Resource Center or Independent Living, Inc. to ensure and maintain a work environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or the company EEO Officer.



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EEO Officer: Amy Dewan, Executive Vice President of Corporate Resources

Address: 131 Genesee Street; PO Box 210, Utica, NY 13503

Telephone: 315-272-2927

Email: adewan@rcil.com

Amy Dewan

Signature of Responsible Local Official

9/20/2022

Date