



Serving  
DC | MD | VA

## **NON DISCRIMINATION/EQUAL EMPLOYMENT OPPORTUNITY**

Easter Seals insists on excellence of staff services to persons with disabilities and their families. The Company is committed to the selection of personnel on the basis of merit, character ability, training and experience. It selects the best qualified individual available for each job without regard to race creed, color, national origin, age, sex, marital status, veteran status, sexual orientation, family responsibilities, political affiliation, disability, place of residence or any other factor prohibited by law.

To accomplish this the following measures will be employed:

1. Pursue recruitment resources that do not discriminate in making referrals; place recruitment resources that do not discriminate in making referrals, place recruitment advertisements in news media that are nondiscriminatory, identifying Easter Seals as an equal opportunity employer.
2. Disseminate information on training and educational opportunities to all employees and encourage personnel to attend courses, seminars, etc., to develop additional skills that could lead to promotional opportunities.
3. Maintain a policy of promotion from within the organization and identify employees who demonstrate potential for promotion, giving them an opportunity to be considered for promotion when a vacancy occurs for which they would be qualified.
4. Whenever possible participate in special programs designed to provide work experience related to training programs and part time employment of students which include members of minority groups.
5. Post notices required by the Equal Employment Opportunity Commission, the Office of Federal Contract Compliance in the Department of Labor and any state municipal human rights agencies at each facility.
6. Minority banking facilities, as well as minority owned suppliers and vendors will be included among the institutions used by the organization
7. Compliance is the responsibility of the President of Easter Seals