

REAFFIRMATION OF NEIGHBORHOOD HOUSE'S EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Neighborhood House (NH) hereby reaffirms its long-standing commitment to hire the best qualified applicant for position vacancies and to provide equal employment opportunities. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

NH's Equal Employment Opportunity Program applies to all employment actions, including, but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, and rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

Neighborhood House is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

As Neighborhood House's Executive Director, I am the EEO officer and maintain overall responsibility and accountability for NH's compliance with its EEO Policy and Program. I oversee day-to-day management, including program preparation, monitoring, and complaint investigation.

All NH's management and supervisory personnel share in the responsibility for implementing and monitoring NH's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. NH will evaluate its managers' and supervisors' performance on their successful implementation of Neighborhood House's policies and procedures, in the same way Neighborhood House assesses their performance regarding other organization goals.

Neighborhood House is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the organization is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees equitably with dignity and respect under the guidelines of our EEO Policy and Program.



Jennifer Nuttall, Executive Director

06/23/2020

Date