



Policy Name:	Equal Employment Opportunity (EEO)	Date Revised:	8/2016
Purpose:	Non-discriminative Recruitment and Selection Process	Board Approval:	8/2016

PURPOSE:

To accord consistent treatment for employees and applicants seeking employment opportunities at Greater New Beginnings Youth Services, Inc..

POLICY:

It is the policy of Greater New Beginnings Youth Services, Inc. to provide equal opportunity in employment for all qualified individuals, to prohibit discrimination in employment for any reason prohibited by law and to promote the full realization of equal employment opportunities through a positive continuing program within the organization. Equal employment opportunity applies to every aspect of Greater New Beginnings Youth Services, Inc.'s employment policies and practices.

PROCEDURE OR IMPLEMENTATION:

1. Greater New Beginnings Youth Services, Inc.'s management shall recruit, select, train, upgrade, and promote in all job classifications without regard to an employee's actual or perceived race, ancestry, color, religion, sex, sexual orientation, national origin, age, marital status, medical condition, disability or status as a disabled veteran.
2. Employment decisions will be made solely upon the applicant's overall qualifications for the position. Such decisions will be consistent with the overall goals and objectives of Greater New Beginnings Youth Services, Inc..
3. Employment agencies and recruitment sources (including sub-contractors), which are used to solicit employees or services, are to be advised that Greater New Beginnings Youth Services, Inc. is an equal opportunity employer.
4. All levels of management and foremen are made aware of this policy.
5. Consistent with applicable Federal and State laws, Greater New Beginnings Youth Services, Inc. provides reasonable accommodation for disabled employees and applicants.