

Equal Opportunity Policy

i. Policy Statement

The Emerge Center is an equal opportunity employer. Our recruiting and hiring procedures assure all qualified applicants equal consideration for employment without regard to race, color, religion, gender, national origin, age, disability, political ideology, sexual orientation, veteran status, or any other class protected by the law.

ii. Equal Opportunity Enforcement Procedures

Employees who believe that Emerge is not following its equal opportunity policy should report their concerns to their supervisor. In turn, that supervisor should report the concerns to the Chief Executive Officer. It is the duty of the Chief Executive Officer:

- a. To receive and attempt to resolve equal opportunity problems.
- b. To provide aggrieved persons with information and advice on equal opportunity procedures if requested by the aggrieved person.
- c. To assist an aggrieved employee in discussion with his/her supervisor or other parties to the problem.
- d. To take any other steps which may assist in the resolution of the problem.
- e. To assist in preparing and implementing a program of affirmative action designed to draw all persons, without regard to race, color, religion, gender, national origin, age, disability, political ideology, sexual orientation or veteran status.