



Berkshire County Arc

**EQUAL EMPLOYMENT OPPORTUNITY POLICY**  
**41 C.F.R. Section 60-1.4**

Our employment policy is to provide equal opportunity to all persons. We have made a commitment to equal employment opportunity through a positive and continuing Affirmative Action Program. No employee or applicant for employment will be discriminated against because of race, color, religion, sex, gender identity or expression, transgendered status, national origin, age, otherwise qualified disabled or veteran status.

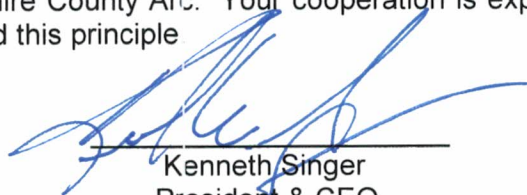
To implement these policies, we will continue to:

- A. Recruit, hire train and promote persons in all job classifications without regard to race, color, religion, sex, gender identity or expression, transgendered status, national origin, age, otherwise qualified disabled or veteran status. Berkshire County Arc does not discriminate on the basis of national origin or citizenship status as provided under the Immigration Reform and Control Act of 1986, Immigration Act of 1990 and the Illegal Immigration Reform and Immigrant Responsibility Act of 1996;
- B. Base decisions on employment so as to further the principle of equal employment opportunity;
- C. Insure that promotion decisions are in accordance with the principles of equal employment opportunity by imposing only valid requirements for promotional opportunities;
- D. Insure that all personnel actions (including but not limited to compensation, benefits, transfers, layoffs, return from layoffs, organization-sponsored training, education, tuition assistance, social and recreational programs) are administered without regard to race, color, religion, sex, gender identity or expression, transgendered status, national origin, age, otherwise qualified disabled or veteran status.

Kristi Nastars has been designated EEO Coordinator and is responsible for compliance with state and federal equal employment opportunity laws, and for implementing the affirmative action program, including equal employment practices, monitoring, and internal reporting. Employees believing they have not been treated in accord with this policy are encouraged to contact Kristi.

The continued success of our Affirmative Action Program requires maximum cooperation from every employee throughout our organization. Equal employment opportunity is not only the law, but it is a principle of Berkshire County Arc. Your cooperation is expected to achieve this goal and I personally stand behind this principle

March 1, 2018



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Kenneth Singer  
President & CEO