

# Equal Employment Opportunity Policy and Affirmative Action Plan

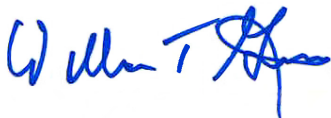
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## Equal Employment Opportunity

Northern Rivers Family of Services (NRFS) is an Equal Opportunity Employer. Northern Rivers's Equal Employment Opportunity Policy is designed to apply to recruiting, hiring, promotion, compensation, professional development practices, and other terms and conditions of employment, without regard to an applicant or employee's race, color, creed, religion, sex, age, national origin, disability, employment status, military status, marital or domestic violence victim status, sexual orientation, gender identity, genetic information, predisposition or carrier status, veteran status, or any other protected characteristic as established by federal and state law. Likewise, the organization prohibits employees, vendors, suppliers, visitors, clients, and any other nonemployee from discriminating against Northern Rivers employees based on these protected characteristics. This policy applies to all terms and conditions of employment including, but not limited to, recruiting, hiring, placement, promotion, termination, layoff, transfer, leave of absence, compensation, benefits, training, and social and recreational programs. Each employee is responsible for helping NRFS maintain a climate that provides equal opportunity for all.

## Affirmative Action Plan

Northern Rivers is an Equal Opportunity Employer, and such effort will be made to reach all segments of the population for the recruitment, training, and development of employees as well as to ensure the professional mobility of all staff and volunteers. Efforts are made to design our human resources system to be not merely passively nondiscriminatory, but affirmatively oriented toward measures to ensure equal employment. No person, because of race, color, religion, creed, sex, age, national origin, disability, employment status, military status, marital or domestic violence victim status, sexual orientation, gender identity, genetic information, predisposition or carrier status, veteran status, or any other protected characteristic as established by federal or state law, shall be excluded from participation in, denied the benefits of, or subject to discrimination under any program or activity of Northern Rivers. The Chief Human Resource Officer (CHRO) of Northern Rivers, or designee, shall have overall responsibility as Affirmative Action Officer. All staff and board members share the responsibility for implementing the word and spirit of the Affirmative Action Program. For the program to function, it requires that board and staff work together and individually to make it happen. The organization pledges a full effort and asks all staff to join in this commitment. Northern Rivers is fully committed to ensuring equal opportunity and equal consideration to all applicants and employees in personnel matters including recruitment and hiring, training, promotion, salaries, and other compensation, transfer and lay-off or termination. In the implementation of this policy, Northern Rivers will aggressively seek personnel for all job levels within and outside of the organization, including the upgrading and recruitment of minority group members. NRFS views this program to be realistic in scope and objectivity.



William T. Gettman Jr.  
Chief Executive Officer