REAFFIRMATION OF ROADS TO INDEPENDENCE
EQUAL EMPLOYMENT OPPORTUNITY POLICY
STATEMENT

Roads To Independence (RTI) hereby reaffirms its long-standing commitment to hire the best qualified applicant for position vacancies and to providing 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.

RTI’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, 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.

RTI 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 RTI’s Executive Director, I maintain overall responsibility and accountability for RTI’s compliance with its EEO Policy and Program. All RTI executives, management, and supervisory personnel, and Governing Board however, share in the responsibility for implementing and monitoring RTI’s EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved.

RTI is committed to undertaking and developing a written nondiscrimination program(s) that sets forth these policies, practices and procedures.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines.

Sincerely,

[Signature]

Andy Curry,
Executive Director