

# **Equal Employment Opportunity Policy Statement**

**It is the policy of the Harvest Years Senior Center not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status.**

**Harvest Years Senior Center will take affirmative action to ensure that the EEO policy is implemented, with regard to advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade and working conditions.**

**Harvest Years Senior Center will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is our agency policy, and all employment decisions are based on individual merit only.**

**It is the policy of Harvest Years Senior Center to ensure and maintain a working environment free of coercion, harassment, and intimidation. Any violation of the policy should be immediately reported to the Executive Director at 302-698-4285 and/or [hysc@comcast.net](mailto:hysc@comcast.net)).**

*Harvest years senior center is an equal opportunity employer and is committed to a diverse workforce. In order to help ensure reasonable accommodation for individuals protected by Section 503 of the Rehabilitation Act of 1973, the Vietnam Veteran's Readjustment Act of 1974, and Title I of the Americans with Disabilities Act of 1990, applicants who wish to request accommodation in the job application process can contact [hysc@comcast.net](mailto:hysc@comcast.net) for assistance.*