



Policy Number:
41
Effective Date: August 15, 2016
Revised: November 14, 2019

Subject: Equal Employment Opportunity and
Affirmative Action

PURPOSE:

Camden County Developmental Disability Resources (CCDDR) is an equal opportunity employer. It is the responsibility of CCDDR to provide equal employment and advancement opportunities to all employees and to individuals applying for employment.

POLICY:

CCDDR does not discriminate in employment opportunities or practices because of race, color, religion, sex, national origin, age, sexual orientation, gender identification and/or expression, genetic information, marital status, disability, veteran status or any other characteristic protected by federal, state or local law. CCDDR also prohibits sexual harassment of any type.

CCDDR will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination and access to benefits and training. CCDDR further agrees to take affirmative action to ensure equal employment opportunities.

Employees can raise concerns and make reports without fear of reprisal as no retaliation for doing so will be tolerated. Incidents of harassment should be reported to a member of management. Anyone found to be engaging in unlawful discrimination may be subject to disciplinary action, up to and including termination of employment.

All employees are responsible for conduct consistent with CCDDR policy and are expected to demonstrate respect for all co-workers. All members of management who are responsible for hiring and promoting employees or applicants must be familiar with this policy, must fully support it and are responsible for applying the principles.