



East Central Intergovernmental Association

ECIA Personnel Handbook

103 Equal Employment Opportunity

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In order to provide equal employment and advancement opportunities to all individuals, employment decisions at ECIA will be based on merit, qualifications, and abilities. ECIA does not discriminate in employment opportunities or practices on the basis of race, color, creed, gender identity, sexual orientation, pregnancy, family status, religion, sex, veteran status, national origin, age, mental or physical disability, or any other characteristic protected by law.

ECIA 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.

In addition to a commitment to provide equal employment opportunities to all qualified individuals, ECIA has established an affirmative action program to promote opportunities for individuals in certain protected classes throughout the ECIA.

Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their Program Director or the Director of Finance and Human Resources. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

For more detailed information please refer to Section 180 of this Personnel Handbook, Affirmative Action Program.

