

## Affirmative Action Policy

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### **Purpose**

This Affirmative Action Policy is intended to ensure that equal employment opportunities are given to all who are employed by, or seek employment with NWEA without regard to race, color, religion, gender, sexual orientation, sex, gender identity, national origin, or any other status protected by law. NWEA is committed to support this Policy and to undertake good-faith efforts to achieve its objectives. This Affirmative Action Policy is developed in accordance with federal Executive Order No. 11246.

### **Scope**

This policy applies to all staff and the terms and conditions of employment including, but not limited to hiring, placement, promotion, demotion, termination, layoff, recall, transfer, recruitment or recruitment advertising, leave of absence, rates of pay or other forms of compensation and selection for training.

### **Overview**

It is NWEA's policy to provide equal employment opportunity to all employees and applicants for employment, and to not discriminate against any such persons, without regard to race, color, religion, gender, sexual orientation, sex, gender identity or national origin or any other status protected by law such as age, disability or genetic information. NWEA will act in accordance with all applicable laws and regulations of federal, state and local governmental entities.

### **Policy**

NWEA shall:

1. Recruit, hire, train, compensate, and promote in all job classifications, and ensure that all other terms and conditions of employment are administered without regard to race, color, religion, sexual orientation, sex, gender identity or national origin or any other status protected by law, in accordance with all applicable laws, directives and regulations of federal, state and local entities;
2. Base employment decisions on the principles of equal employment opportunity, and with the intent to further NWEA's affirmative action commitment.
3. NWEA will continually pursue opportunities to recruit qualified job candidates through venues associated with minorities, veterans and women.

## Roles and Responsibilities

All staff involved in any hiring, placement, promotion or demotion, layoff or termination, transfer, recruitment, leaves of absence, or establishing rates of pay or other compensation, and selection for training, are responsible for compliance with this policy and have to read and acknowledge it yearly.

Human Resources is responsible for implementing and monitoring this policy.

## References

**Executive Order 11246:** Signed by President Lyndon B. Johnson, Executive Order 11246 established requirements for non-discriminatory practices in hiring and employment on the part of the U.S. government. The U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) ensures compliance in federal contracts. Each federal government contractor with 50 or more employees and \$50,000 or more in federal government contracts is required to develop a written affirmative action plan (AAP).

## Ownership and Review (\*required)

Document Owner:	Document Approver:	Approval Date:	Effective Date:	Review Date:
Dorian Gualotunia	Not Assigned	05/10/2016	05/01/2016	05/11/2017