

## **East Calhoun Community Organization Equal Employment Opportunity Policy**

The East Calhoun Community Organization (ECCO) believes that equal opportunity for staff members is critical to the continuing success of the organization and the neighborhood. In accordance with state and federal law, ECCO will not discriminate against a staff person or applicant for employment on the basis of race, disability, color, creed, religion, sex, affectional preference or sexual orientation, age (40 to 70), national origin, ancestry, citizenship, veteran status, marital status, status with regard to public assistance, or other non-job related factors in hiring, promoting, demoting, training, benefits, transfers, layoffs, terminations, recommendations, rates of pay, or other forms of compensation. Opportunity is provided to all staff members based on qualifications and job requirements.

ECCO will take affirmative action to ensure that all employment practices are free of such discriminations.

ECCO is committed to the fair and equal employment of people with disabilities. Reasonable accommodation is the key to this non-discrimination policy. It is ECCO's policy to reasonably accommodate qualified individuals with disabilities unless the accommodation would impose an undue hardship. In accordance with the Minnesota Human Rights Act and the Americans with Disabilities Act, accommodations will be provided to qualified individuals with disabilities when such accommodations are directly related to performing the essential functions of a job, competing for a job, or to enjoy equal benefits and privileges of employment.

Approved by the ECCO Board on 8-2-12