



Equal Employment Opportunity Policy Number 1

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EFFECTIVE DATE: May 2003

LAST REVISION: August 15, 2014

Purpose:

To state the commitment of the system to Equal Employment Opportunity.

Policy:

1. Annie Appleseed Project is an equal opportunity employer. No person is unlawfully excluded from consideration for employment because of race, color, religious creed, national origin, ancestry, sex, sexual identity, gender identity, age, veteran status, marital status or physical challenges.
2. The policy applies not only to recruitment and hiring practices, but also includes affirmative action in the area of placement, promotion, transfer, rate of pay and termination.
3. Executive, management and supervisory levels have the responsibility to further the implementation of this policy and ensure conformance by subordinates.
4. Any Annie Appleseed Project employee or volunteer who engages in discrimination will be subject to suspension or termination.
5. Any supervisory or managerial volunteer/staff who knows of such behavior and fails to take immediate and appropriate corrective action will also be subject to disciplinary action.
6. Any individual who is the target of discrimination is encouraged to discuss the matter with the President.
7. Any individual who feels such a discussion would be or has been futile, unsatisfactory or counterproductive should contact the Board of Directors.
8. A member of the Board of Directors will be designated to investigate the claim.
9. The accused individual may be suspended pending the outcome of the investigation.
10. Retaliation against claimants will not be tolerated.



Annie Appleseed Project is an all-volunteer nonprofit proudly serving anyone and everyone with cancer or those at risk. We have never discriminated in any way and will continue to be open and helpful to all.

Annie Appleseed Project is proud to be an equal opportunity employer (at this time we have no paid staff). We are committed to providing equal employment opportunities to you and all other persons without regard to race, creed, color, religion, national origin, sex, marital status, citizenship status, age, veteran status or disability.

Furthermore, we will not tolerate any form of discrimination or harassment of our volunteers or staff by co-workers, supervisors, customers, or vendors. This commitment extends to our policies on recruiting, advertising, hiring, placement, promotion, training, transfer, wages, benefits, termination and all other privileges, terms and conditions of employment.

At this time Annie Appleseed Project has NO paid staff or employees. Our Volunteers and Board of Directors are subject to the above statements and always have been, regardless that we had no written policy until August 15, 2014.