

## **AGAINST ABUSE, INC.**

### **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

It is the Against Abuse, Inc. policy to ensure that every employee enjoys a non-hostile work environment free of discrimination or harassment of any kind. All employment decisions; such as hiring, promoting, training and rewarding, will be made exclusively on the basis of job-related criteria; e.g., employees' knowledge, skills, abilities and performance. Disciplinary actions will be taken solely on the basis of employees' behavior and performance. Discrimination of any kind based on race, color, religion, sex, sexual harassment, national origin, age, genetic or handicap, sexual orientation, reprisal, marital status, political affiliation, parental status or non-job related conduct is forbidden and subject to appropriate disciplinary action. AAI is proud of its record in providing equal employment opportunity to all and will pursue the elimination of any vestige of discrimination by every means at its disposal.

#### **RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN:**

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

#### **DISABILITY:**

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

#### **AGE:**

The Age Discrimination in Employment Act of 1976, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

#### **SEX (WAGES):**

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 19063, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

#### **GENETICS:**

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employer's acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members, the manifestation of diseases or disorders in family members, (family medical history); and request for or receipt of genetic services by applicants, employees, or their family members.

#### **RETAILIATION:**

Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

**IF YOU BELIEVE DISCRIMINATION HAS OCCURRED:**

To file a complaint, you may contact any office at:

**Office of the Arizona Attorney General**  
Civil Rights Division  
1275 W. Washington Street  
Phoenix, AZ 85007  
(602) 542-5263  
<https://www.azag.gov/complaints>

**Office of Civil Rights (OCR)**  
Office of Justice Program  
U.S. Department of Justice  
810 7<sup>th</sup> Street NW  
Washington, DC 20531

**Phoenix Office**  
1275 West Washington Street  
Phoenix, AZ 85007  
Tel: (602) 542-5263  
Toll Free: (877) 491-5742  
TTY Toll Free: (877) 624-8090

VOCA Administration, MD3915  
Civil Rights Coordinator  
PO Box 6638  
Phoenix, AZ 85005-6638  
(602) 223-2491  
[www.azdps.gov/services/government/crime-victims](http://www.azdps.gov/services/government/crime-victims)

**Arizona Department of Public Safety**  
Kate Lyon, Program Administrator  
Mail Drop 3915  
PO Box 6638  
Phoenix, AZ 85005-6638  
Tel: (602) 223-2661  
[klyon@azdps.gov](mailto:klyon@azdps.gov)

**Mail:**

U.S. Department of Agriculture  
Office of the Assistant Secretary for Civil Rights  
14000 Independence Avenue, SW  
Washington, D.C. 20250-9410

**BY YOUR SIGNATURE YOU ACKNOWLEDGE AND HAVE BEEN NOTIFIED OF THE EQUAL OPPORTUNITY EMPLOYMENT COMMISSION (EEOC) POLICY FROM AGAINST ABUSE, INC.**

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SIGNATURE

\_\_\_\_\_  
WITNESS

\_\_\_\_\_  
DATE

\_\_\_\_\_  
DATE

Cc: Employee  
Personnel File

EEOC is made available to all applicants/employees/volunteers and sub-contracts through State and Federal posting by Law.