

# **Non-Discrimination Notice**

## **Affirmative Action / Equal Opportunity Employment**

Harbor Health Services, Inc. is an affirmative action/equal opportunity employer and does not discriminate on the basis of race, color, religion, sexual orientation, national origin, age, marital status, veteran or national guard status, or the presence, history or record of a mental or physical disability and/or sex, except where there is a bona fide occupational qualification to exclude such individual. It is the policy and practice of the Agency to assure that no person will be discriminated against or be denied the benefit of any activity, program or employment process in the areas of recruitment, advertising, hiring, promotion, transfer, demotion, lay-off, termination, rehiring, rates of pay and/or other compensation.

### *Notice to Persons with Disabilities and Covered Veterans*

Harbor Health Services, Inc. does not discriminate against any employee or applicant for employment because he/she is a person with disabilities or covered veteran in regard to any position for which the employee or applicant for employment is qualified. The Agency agrees to take affirmative action to employ, advance in employment, and otherwise treat qualified persons with disabilities, disabled veterans and veterans of the Vietnam era without discrimination based upon their disability or covered veterans status in all employment practices, including recruitment, advertising, employment, promotion, transfer, reduction in force, termination, demotion, rates of pay or other forms of compensation, and selection for training, including internships.

The Agency will provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified special disabled veteran or persons with disability, unless it can be demonstrated that the accommodation would impose an undue hardship on the Agency's operations. Harbor Health Services, Inc. invites all employees with disabilities who wish to benefit under this affirmative action program to voluntarily self-identify. The Agency appropriately protects the confidentiality of those employees who choose to voluntarily identify their disabilities.

There is no adverse treatment if an applicant or employee chooses not to identify and employees may self-identify at any time during his/her period of employment. In addition, no person will be subjected to harassment, intimidation, threats, coercion or discrimination because they engaged in or may engage in any of the following activities: filing a complaint; assisting or participating in an investigation, compliance review, hearing or any other activity related to the administration any Federal, State or local law requiring equal opportunity for veterans or disabled persons; opposing any act or practice made unlawful by any Federal, State or local law requiring equal opportunity for veterans or disabled persons; exercising any other right protected by section 503 of the Rehabilitation Act of 1973 or its implementing regulations in this part.

### *Further Information*

For information on the Agency's Affirmative Action Plan and related complaint/grievance procedures, please contact: Beth Walker, Director of Human Resources, 14 Sycamore Way, Branford, CT 06405, (203) 483-2630, during normal Agency business hours.