

Equal Employment Opportunity Statement

The Commission has a strong commitment to the community we serve and our employees. As an equal opportunity employer, the Commission strives to have a workforce that reflects the community it serves. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

Equal Employment Opportunity applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation. All applicants of employment to and employees of the Commission have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

The Commission is also committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

The Chief Executive Officer maintains overall responsibility and accountability for compliance with its EEO Policy and Program. Day-to-day management, including program preparation and monitoring is the responsibility of Maria C. Anderson, Deputy General Counsel and Acting EEO Officer, and complaint investigation is the responsibility of the General Counsel.

All Commission executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring EEO compliance within their respective areas and will be assigned specific tasks to ensure compliance is achieved.

The Commission has developed a written policy that prohibits discrimination that is available for inspection by any employee or applicant for employment upon request. The Commission is committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably. For further EEO information, please contact Maria Anderson at EEO@GatewayProgram.org.

ABBREVIATED TITLE VI/NONDISCRIMINATION NOTICE TO THE PUBLIC

The Commission fully complies with Title VI of the Civil Rights Act of 1964 and other related Non-discrimination statutes, rules, regulations, and executive orders identified in the Commission's Title VI/Nondiscrimination Program. The Commission assures that no person or group(s) of persons shall, on the grounds of race, color, religion, sex, sexual orientation, gender identity,

disability, age or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in connection with the activities undertaken by the Commission. For more information, or to obtain a Title VI/Nondiscrimination Complaint Form, contact Tracey Mitchell, via email at, CivilRights@gatewayprogram.org.