

EEO/AAP POLICY STATEMENT

Columbia Lighthouse for the Blind (CLB) provides equal employment opportunity to all individuals regardless of their race, color, creed, religion, gender, age, sexual orientation, national origin, disability, veteran status, or any other characteristic protected by state, federal, or local law. Further, CLB takes affirmative action to ensure that applicants are employed and employees are treated during employment without regard to any of these characteristics. Discrimination of any type will not be tolerated.

In keeping with the above conviction, CLB is committed to assuring that:

All recruiting, hiring, training, promotion, compensation, and other employment related programs are provided fairly to all persons on an equal opportunity basis without regard to race, creed, color, religion, sex, age, national origin, disability, veteran status, or any other characteristic protected by law;

Employment decisions are based on the principles of equal opportunity and affirmative action; and

All personnel actions such as compensation, benefits, transfers, training, and participation in social and recreational programs are administered without regard to race, creed, color, sex, age, national origin, disability, veteran status, or any other characteristic protected by law.

CLB believes in and practices equal opportunity and affirmative action. The Director of Human Resources serves as the Equal Opportunity Coordinator for the organization and has the responsibility for monitoring its equal opportunity and affirmative action practices. Anthony J. Cancelosi, President and CEO is the senior official responsible for overseeing all EEO/AA practices. All employees are responsible for supporting CLB's equal opportunity and affirmative action policies and programs. Managers and employers are expected to assist CLB in meeting its objectives in these areas.

CLB maintains affirmative action plans for minorities, women, persons with disabilities, and veterans. Any questions regarding these plans should be directed to the company's Equal Opportunity Coordinator. If you wish to view the affirmative action plan for persons with disabilities and veterans, contact the Equal Opportunity Coordinator during normal working hours.

EEO is the Law. Click to review your rights as an applicant.

**Add link to EEOC site below.

https://www.eeoc.gov/employers/upload/poster_screen_reader_optimized.pdf