



Folwell Neighborhood Association (FNA) Affirmative Action Statement (AA) and Equal Opportunity Employment (EOE) Policy

The success of the organization and the neighborhood depends on equal opportunity. Following state and federal law, the FNA will not discriminate against any person in its hiring practices, delivery of services, or other business on the basis of:

- Race
- Color
- Immigration status
- National or Ethnic origin
- Ancestry
- Age
- Language
- Housing or economic status
- Religion or religious creed
- Disability or handicap
- Sex, gender, gender identity and/or expression, or sexual orientation
- Military or Veteran status
- Criminal record
- Genetic information
- Any other characteristics protected under applicable federal, state or local law

FNA is an equal opportunity employer. The FNA will not allow harassment or discrimination against any employee or job applicant based on their protected class status. Discrimination not allowed includes, but is not limited to:

- Employment
- Upgrading
- Demotion
- Transfer
- Recruitment or recruitment advertising
- Layoff or termination
- Rates of pay or other forms of compensation
- Fringe benefits
- Classification
- Referral and training

All opportunities for staff members will be based on qualifications and job requirements.

The FNA will take affirmative action to make sure all employment practices are free of discrimination. The FNA will provide a fair and open hiring process. The FNA will advertise all open positions to reach a diverse pool of candidates. Job postings will state that qualified applicants will receive consideration without regard to the characteristics listed above. The Board of Directors will review the outreach process to make sure this happens.

The FNA Board will check the performance of its management personnel on the basis of their involvement in achieving these affirmative action objectives as well as other established criteria.