



# Idaho Juvenile Justice Association

## Equal Employment Opportunity Policy

The Idaho Juvenile Justice Association is committed to providing a non-discriminatory employment environment for its employees.

The policy of the Idaho Juvenile Justice Association is to fully comply with applicable federal, state and local laws, rules and regulations in the area of non-discrimination in employment. Discrimination against employees/volunteers/members and applicants due to race, color, religion, sex (including sexual harassment), sexual orientation, gender identity/expression, national origin, disability, age (40 years or older), military and veteran status is prohibited. Violations of this policy will be subject to discipline, up to and including termination.

Equal employment opportunity and non-discriminatory commitments include, but are not limited to, the areas of hiring, promotion, demotion or transfer, recruitment, discipline, layoff or termination, rate of compensation and company sponsored training.

All employees and volunteers are expected to comply with this Equal Employment Opportunity Policy. Board Members who are responsible for meeting business objectives are expected to cooperate fully in meeting Idaho Juvenile Justice Association's equal employment opportunity objectives.

Any employee/volunteer/member who believes he or she has been discriminated against must immediately report any incident to the company's designated EEO Officer.

The association will not tolerate retaliation against any employee who reports acts of discrimination or provides information in connection with any such complaint.

If you have any questions regarding this policy, please contact Idaho Juvenile Justice Association's President.