

EQUAL OPPORTUNITY EMPLOYMENT

Goodwill Industries of Southwestern Michigan has been and will continue to be an equal opportunity employer. To assure full implementation of this equal opportunity employment policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned and promoted only on the basis of job-related criteria and without regard to race, religion, familial status, color, national origin, citizenship, gender, **gender identification**, marital status, sexual orientation, height, weight, arrest record, veterans' status, age, or non job-related disability of any kind.

- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered only on the basis of job-related criteria and without regard to race, religion, familial status, color, national origin, citizenship, gender, **gender identification**, marital status, sexual orientation, height, weight, arrest record, veterans' status, age or non job-related disability.

- c. The Vice President of the organization has been appointed as EOE Coordinator. As EOE Coordinator, he\she will be responsible for the day-to-day implementation and monitoring of this policy. As part of that responsibility, a periodical analysis of Goodwill's personnel actions and their effects will be conducted to insure compliance with our equal opportunity employment policy.

If our employees or an applicant for employment, has any questions about this policy or would like to review or be considered under our EOE policy, please see the Vice President.

Goodwill Industries of Southwestern Michigan endorses our Equal Opportunity Employment policy.

Secretary

Date

Approved by Board of Directors 6/99
Reviewed by Exec. Com. 12/99
Revised by Board of Directors 3/02
Revised by Board of Director 8/03