Subject: Nondiscrimination Policy Statement
        Equal Employment Opportunity

To:        Staff
From:      Jeanne Meikrantz, Executive Director

An open and equitable personnel system will be established and maintained. Personnel policies, procedures and practices will be designed to prohibit discrimination on the basis of race, color, religious creed, disability, ancestry, age, sex, sexual preference, or national origin.

Employment opportunities shall be provided for applicants with disabilities and reasonable accommodation(s) shall be made to meet the physical or mental limitations of qualified applicants or employees.

Any employee, who believes they have been discriminated against, may file a complaint of discrimination with any of the following:

The Arc of Chester County
900 Lawrence Drive
West Chester, PA 19380

Commonwealth of Pennsylvania
PA Human Relations Commission
Department of Human Services
Philadelphia Regional Office
Bureau of Equal Opportunity
110 North 8th Street
Room 225, Health & Welfare Bldg.
Suite 501
P.O. Box 2675
Philadelphia, PA 19107
Harrisburg, PA 17105

U.S. Dept. of Health & Human Services
Office for Civil Rights
Commonwealth of Pennsylvania
Suite 372, Public Ledger Bldg.
Department of Human Services
150 South Independence Mall West
Bureau of Equal Opportunity
Philadelphia, PA 19106-9111
Southeastern Regional Office
801 Market Street, Suite 5034
Philadelphia, PA 19107

Staff Signature ___________________________    Date: _____________

Supervisor Signature _______________________

Revised 11/94, 6/05, 3/06, 11/12, 4/17, 1/20