

MCYP Equal Employment Opportunity Policy

MCYP is committed to the principles of non-discrimination and equal opportunity in employment and in the delivery of services.

EMPLOYMENT: MCYP is an equal opportunity employer. MCYP, as well as its recipients, subrecipients, and contractors, will not discriminate in employment practices based on race, color, religious creed, ancestry, national origin, age, sex (includes sexual harassment), pregnancy (childbirth or related medical conditions), marital status, sexual orientation (heterosexuality, homosexuality and bisexuality), medical condition (cancer and genetic characteristics), mental or physical disability (includes HIV and AIDS), political affiliation/opinion, Veteran's status, or request for family medical leave. MCYP is committed to ensuring that the work environment of Agency employees and the work environment of employees and volunteers of recipients, subrecipients, and contractors of Agency are free from discrimination, harassment, and retaliation.

DELIVERY OF SERVICES: MCYP, as well as recipients, subrecipients, and contractors, will not discriminate in the delivery of services or benefits based on the above identified bases.

PROCEDURES: MCYP will promote equal opportunity through a continual and progressive Equal Employment Opportunity Program (EEO). The objective of the program is to ensure nondiscrimination in all areas of employment (e.g., recruitment, hiring, promotions, and training), and in the delivery of services and benefits. Please direct all inquiries regarding the application of Federal and State employment law to the EEO/Human Resources Office.

If an Agency employee becomes aware of a complaint alleging discrimination involving the employees, applicants, volunteers, contractors, beneficiaries, or potential beneficiaries of any Agency recipient or subrecipient, the staff must immediately notify the EEO/Human Resources Office. The EEO/Human Resources Office will follow-up with the complainant to determine the next appropriate step.

To achieve the goals of MCYP's EEO Program, it is necessary that all members of Agency understand the importance of the program and their responsibility to contribute toward its achievement. The concepts of equal opportunity and nondiscrimination are based on the idea that all people will be treated fairly and equitably.

MCYP will disseminate this policy to all staff annually.

Karin Wandrei, Executive Director

Date