

Current Statement of Policy on Equal Employment Opportunity and Affirmative Action

It is the policy of YSS to provide equal employment opportunity to all employees and applicants for employment and to comply with all applicable federal, state and local laws. This covers all aspects of employment including: recruitment, hiring, promotion, transfer, compensation, training, leave of absence, discipline, termination, and other terms and conditions of employment, and applies to all qualified employees and applicants for employment without regard to race, color, age, religion, sex, sexual orientation, gender identity, national origin, creed, ancestry, citizenship status, marital status, genetic information, physical or mental disability, medical condition, veteran status and all other categories protected by federal, state or local laws, ordinances or regulations. YSS will also undertake, through affirmative action efforts, to increase employment opportunities for minorities, females, protected veterans and individuals with disabilities, except where an accommodation is unavailable and/or it is a bona fide occupational qualification.

YSS tracks and measures the effectiveness of our affirmative action program, and shows where any additional action may be needed to meet our objectives. We work with our hiring managers to ensure that all employment decisions are based only on the principles of equal employment opportunity and with the intent to further Youth Services commitment to affirmative action and equal employment. Covered employees and/or applicants for employment, who exercise their rights pursuant to our Affirmative Action Policy will never be subject to discipline or have their opportunities for employment adversely affected.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities (1) filing of a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provisions of Executive Order 11246, the Vietnam Era Veterans' Readjustment Assistant Act of 1974, as amended, 38 U.S.C. 4212 ("VEVRAA"), or section 503 of the Rehabilitation Act of 1973, as amended, (29 U.S.C. 793) ("Section 503"), or any other Federal, state, or local law requiring equal employment opportunity; (3) opposing any act or practice made unlawful by Executive Order 11246, VEVRAA, Section 503, or their implementing regulations, or any other Federal, state, or local law requiring equal employment opportunity; or (4) exercising any other right protected by Executive Order 11246, VEVRAA, Section 503, or their implementing regulations.

Employees and applicants with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of the Human Resources Director, who has been designated as our EEO Officer.

This statement contains our current policy and shall remain effective from July 1 through June 30, 2019. This policy and YSS's affirmative action program are supported by YSS Management and the Board of Directors.


Signed John Moses, Chief Executive Officer

1/1/19
Dated