

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Edesia is committed to its Equal Opportunity Program by hiring and maintaining a diverse workforce. We consider it essential to our organization and the community to provide an environment which is respectful to everyone and promotes equal opportunity for all employees and candidates for employment. Edesia will ensure this program is communicated to all employees and that all managers are held accountable for making special recruitment efforts to ensure a diverse workforce and for implementing this policy.

Edesia is an equal opportunity employer and does not discriminate against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibit discrimination against all individuals based on their race, color, religion, sex, gender identity, sexual orientation, or national origin and for inquiring about, discussing or disclosing compensation. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, gender identity, sexual orientation, national origin, protected veteran status or disability.

Edesia will provide reasonable accommodations for individuals with known disabilities or religious observances, unless doing so would result in an undue hardship.

All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion of persons in all job titles, will be administered without regard to race, religion, color, gender, age, national origin or ancestry, citizenship status, marital status, pregnancy or childbirth status, legally recognized disability, status as a disabled veteran, or protected veteran, gender expression or identity or sexual orientation, genetic information, or any other characteristic or category protected by law and all employment decisions are based solely on valid job requirements.

Employees and applicants of Edesia will not be subject to harassment based on their status. Additionally, they will not be subject to retaliation, including intimidation, threats, coercion, interference or discrimination for filing a complaint, assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of VEVRRRA, Section 503 or any other Federal, State, or local law requiring equal opportunity for protected veterans or individuals with disabilities, opposing any act or practice made unlawful by VEVRRRA, Section 503 or its implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or exercising any other right protected by VEVRRRA, Section 503 or its implementing regulations.

As Executive Director of Edesia, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected the Human Resources Manager as the Equal Employment Opportunity (EEO) Coordinator. One of the Equal Opportunity Coordinators duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Edesia programs.

In addition to Edesia's policy regarding Affirmative Action and Equal Employment Opportunity, Edesia has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that Edesia is committed to in order to ensure that its policy of nondiscrimination and affirmative action for all qualified individuals is accomplished. The persons with disabilities and veterans affirmative action plans are available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Department. Interested persons should contact Human Resources at 401-272-5521 ext. 1118.

Maria Kasparian, Executive Director January 2022