
	1.2.5	NONDISCRIMINATION	Effective: 09/78 Revised: 02/09; 02/15; 04/23; 03/24 Reviewed/Approved by Bd. Of Dir.: 02/25  Teddi Hernandez, President/CEO
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Policy Statement:

Lakemary Center (LMC) and its affiliates are equal opportunity providers and employers. LMC is committed to a policy of nondiscrimination on the basis of ancestry, religion, age, sex, disability, race, national origin, creed, color, political affiliation, veteran status, sexual orientation, gender identity, or any other non-merit reasons in employment policies and practices, services, benefit programs and activities as required by state and federal regulations.

Policy:

It is the policy of LMC that no applicant for employment, employee or person supported shall, on the basis of ancestry, religion, age, gender, disability, race, culture, national origin, creed, color, political affiliation, veteran status, sexual orientation, gender identity, socioeconomic status, language, or any other non-merit reasons be discriminated against either in hiring or in any privileges, terms or conditions of employment, exclusion from participation in or be denied the benefits of or be subjected to discrimination in receiving services under any program or activity.

LMC and its affiliates are committed to ensuring that no eligible person is excluded from support, benefits, aid, care or participation in any program or activity and that hiring, promotion, placement, compensation, demotion, transfer, training including apprenticeship, layoff, termination, or recall are done on a nondiscriminatory basis.

Equal opportunity and nondiscrimination posters are posted and, as requested, reports are submitted and access is provided to records pertinent to making a determination of civil rights compliance status.

LMC and its affiliates are required by licensing regulations to abide by state and federal regulations regarding screening employees, volunteers, or tenants for records of felony convictions and/or neglect/child abuse prior to actual work assignments.

Policy reference: None

Procedure reference: Employee Handbook

Application: All Services