



## Equal Opportunity Employment

Board Approval: *R M Keller*

Date: 4/26/16

JCESA is an equal employment opportunity (EEO) organization. EEO is not only the law, but promotes diversity through the agency which allows for better service delivery to the public. EEO applies to all areas of employment, including recruitment, selection, hiring, training, transfer, promotion, termination, compensation, and benefits.

As an EEO employer JCESA does not discriminate in its employment decisions on the basis of race, religion, color, national origin, ancestry, gender, age, military status, disability, or any other basis that would be in violation of any applicable federal, state, or local law. Furthermore, JCESA will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship, safety, and/or health risk.