



**Audubon
Neighborhood
Association**

Equal Employment Opportunity Policy

The Audubon Neighborhood Association (ANA) believes that equal opportunity for staff members is critical to the continuing success of the organization and the neighborhood. In accordance with state and federal law, ANA will not discriminate against a staff person or applicant for employment on the basis of race, disability, color, creed, religion, sex, sexual orientation, gender identity, age, national origin, ancestry, citizenship, veteran status, marital status, status with regard to public assistance, or other non-job related factors in hiring, promoting, demoting, training, benefits, transfers, layoffs, terminations, recommendations, rates of pay, or other forms of compensation. Opportunity is provided to all staff members based on qualifications and job requirements.

ANA will take affirmative action to ensure that all employment practices are free of such discriminations. In order to provide a fair and open hiring process, ANA will advertise all open positions in a manner that ensures reaching a diverse pool of candidates. The Board of Directors will review the outreach process, and will make special recruitment efforts through appropriate community papers and other media.

ANA will take affirmative action to afford business enterprises owned and controlled by women and minorities the maximum feasible opportunity to participate in the performance of any work and resulting contracts and/or subcontracts for construction projects in which this organization engages.

The ANA Board will evaluate the performance of its management personnel on the basis of their involvement in achieving these affirmative action objectives as well as other established criteria.