



**The Arc Community Advocates has been an advocate for inclusion for all people for over 64 years.**

### **Equal Opportunity Policy**

It is the policy of the Arc Community Advocates to provide employment opportunities to all qualified persons regardless of race, color, religion, national origin, citizenship, age, gender identification, sexual orientation, disability, marital status, familial status, height, weight, veteran status, or record of arrest without conviction.

The Arc Community Advocates supports employment of qualified individuals with disabilities. If any employee believes that accommodation of a disability is necessary to perform the essential functions of the position, Michigan Law requires the employee to notify the organization of this in writing within 182 days after the employee knows or reasonable should have known of the need for the accommodation.

### **Agency Anti-Discrimination Policy**

The Arc Community Advocates does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its programs, activities, or operations. These activities include, but are not limited to, hiring and termination of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, members, volunteers, sub-contractors, and vendors.