



BOYS & GIRLS CLUBS
OF THE FOX VALLEY

Equal Employment Opportunity and Affirmative Action Policy Statement

It is the policy of the Boys and Girls Club Fox Valley not to discriminate against any employee or any applicant for employment because of age, race, religion, color, handicap, sex, physical condition, disability status, genetics, protected veteran status, gender identity or express, developmental disability, sexual orientation, national origin or any other characteristic protected by federal, state or local law. This policy shall include, but not be limited to the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training including apprenticeship, layoff and termination. This company further agrees to take affirmative action to ensure equal employment opportunity.

Bev Grabow, HR Director is responsible for planning and implementing our affirmative action program as well as for its day-to-day monitoring of affirmative action related decisions and activities. All personnel who are responsible for hiring and promoting employees and for the development and implementation of programs or activities are charged to support this program. They shall provide leadership in implementing affirmative action goals and initiatives.

During the life of the contract with the State of Wisconsin, **Boys and Girls Club Fox Valley** shall comply with s. 16.765, Wis. Stats., state regulations and federal laws relating to equal employment opportunity and affirmative action. The company shall continue to work cooperatively with government and community organizations to take affirmative action to ensure equal employment and advancement opportunities.

Bev Grabow

Bev Grabow 4/30/20
Signature Date

Human Resources Director