**Equal Opportunity/Affirmative Action**

**Purpose:** It is the intent of this policy to reaffirm CDS Family & Behavioral Health Services (CDS) commitment to Equal Opportunity and Affirmative Action regarding employees and applicants for employment

**Policy:** CDS is committed to providing Equal Employment Opportunity to all employees and applicants for employment in accordance with all applicable Equal Opportunity/Affirmative Action Laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof.

**Procedure and/or Process:**

CDS will not discriminate against any employee or applicant for employment because of race, color, national origin, sex, sexual orientation, gender identification, transgender, age, disability, military/veteran status, marital status, pregnancy, genetic information, religion or any other protected category.

CDS will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selective layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

CDS prohibits harassment of any employee job applicant on the basis of their protected class status.

CDS will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action.

CDS will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. Any employee of this Organization or subcontractors to this Organization who do not comply with the Equal Employment Opportunity Policies and Procedures set forth in this Statement and plan will be subject to disciplinary action. Any subcontractor not complying with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of the Federal-, State-, and local-governing bodies or agencies thereof will be subject to appropriate legal sanctions.

The Chief Operations Officer is appointed to act as EEO Coordinator to manage our Equal Employment Opportunity Program. The responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by Federal, State and Local agencies. If any employee or applicant for employment believes he/she has been discriminated against, please contact the EEO Coordinator.