

EQUAL EMPLOYMENT OPPORTUNITY AND NON DISCRIMINATION

It is the express policy of the Disability Empowerment Center to prohibit discrimination and to hire and promote employees without regard to age, race, ethnicity, gender, socioeconomic status, religion, color, national origin, disability, sexual orientation/identity or veteran status. We adhere to all local and state laws regarding equal employment opportunity.

Our commitment to equal employment opportunity applies to all aspects of employment at the Disability Empowerment Center including recruiting, hiring, job assignment, pay, benefits, training, advancement, company sponsored social or recreational events and, if necessary, layoffs and discharge. The agency shall not limit, segregate, or classify applicants and employees so as to deprive or adversely affect the employment opportunity of anyone.

We endeavor whenever possible to employ qualified persons with disabilities, minorities, women, veterans, and people of various ethnic and religious backgrounds. DEC is committed to making reasonable accommodations for persons with disabilities who are applicants and employees capable of performing the essential functions of their positions. These would include but not limited to, equipment redesign/adaptive equipment and structural modifications. We are committed to monitoring our employment practices to make sure no group is being discriminated against or under-utilized.

All advertisements for employment shall contain the phrase: "EOE/504/ADA." As necessary, employment advertisements shall be sent to Central PA Job Service Centers, Blindness and Visual Services, PA Office for the Deaf and Hard of Hearing, and the PA Office of Vocational Rehabilitation