

# **Nondiscrimination Policy**

## **Introduction**

CWHL is committed to providing high quality, efficient and effective services to all [Applicants/ Clients](#)

## **Non-Discrimination Policy Statement**

CWHL is an equal opportunity employer and service provider. No person employed by or seeking services or products from CWHL shall be excluded from service on the basis of race, color, religion, sex, national origin, age, sexual preference, marital or veteran status or the presence of a non-job-related medical condition or disability, or any other characteristic protected by law.

CWHL recognizes that all of its employees are an asset to the organization and assures that all personnel actions will be administered without regard to the above characteristics. Personnel actions are defined, but not limited to: compensation, benefits, transfers, layoffs, leaves, training, terminations, promotions, and social and recreational programs.

Employees have the right to work in an environment free from discrimination. It is every supervisor's responsibility to assure that a non-discriminatory environment exists.

CWHL of Michigan is committed to ensuring equal employment and volunteer opportunities for all of its staff and volunteers. CWHL maintains a policy of non-discrimination in all personnel and volunteer recruitment decisions, including, but not limited to:

1. Recruitment, training and use of persons as volunteers, speakers, and Board members, without regard to race, color, religion, sex, national origin, age, sexual preference, marital or veteran status or the presence of a non-job-related medical condition or disability, or any other characteristic protected by law.
2. Recruitment, hiring, training and promotion of persons in all job classifications without regard to race, color, religion, sex, national origin, age, sexual preference, marital or veteran status or the presence of a non-job-related medical condition or disability, or any other characteristic protected by law that has no bearing on an individual's ability to adequately perform necessary job functions.
3. Assurance that employment and promotion decisions are in accordance with the principles of equal employment opportunity.
4. Assurance that personnel actions, such as compensation, benefits, transfers, layoffs, return from layoffs, CWHL sponsored training and education will be administered without regard to race, color, religion, sex, national origin, age, sexual preference, marital or veteran status or the presence of a non-job-related medical condition or disability, or any other characteristic protected by law.
5. Assurance that CWHL will strive to achieve a diversified work force at all levels, through targeted, affirmative action efforts.