

# EQUAL OPPORTUNITY AFFIRMATIVE ACTION POLICY

In accordance with all applicable federal and state statutes and regulations, it has and will continue to be the policy of the Southeastern Public Service Authority (SPSA) to provide equal employment opportunities for all persons without regard to race, color, religion, national origin, gender and age. Furthermore, it is the Authority's policy to assure equal opportunity to all disabled persons, disabled veteran, and veterans of the Vietnam Era in positions for which they are qualified.

An integral part of this policy is to administer recruiting, hiring, working conditions, benefits, and privileges of employment, compensation, training, opportunity for advancement including reclassifications and promotions, transfers, and termination of employment without discrimination because of race, color, religion, national origin, gender, age, veteran status, or disability.

Additionally, SPSA has established a system of processing complaints, grievances, and appeals alleging discrimination based on race, color, sex, religion, national origin, age, and disability. Retaliation against an employee who files a discrimination complaint is a form of discrimination and as such is prohibited.

The management staff of the Authority is committed to and reaffirms support of the principle of equal employment opportunity. Each division is charged, therefore, to conduct its recruitment and employment practices in conformity with this principle and in accordance with the Affirmative Action Plan.