

Equal Employment Opportunity

The policy of Goodwill Industries of Mid-Michigan, Inc., in accordance with all applicable laws is to recruit, hire, train and promote persons in all jobs titles without regard to race, color, religion, sex, age, national origin, disability or any other basis prohibited by applicable law.

All employment decisions shall be consistent with the principle of equal employment opportunity, and only valid qualifications will be required. All personnel actions, such as compensation, benefits, transfers, social and recreational programs etc., will be administered without regard to race, color, religion, sex, age, disability or national origin, or any other basis prohibited by applicable law.

Goodwill Industries intends to provide a work environment that is pleasant, professional and free from intimidation, hostility or other offenses that might interfere with work performance. Harassment of any sort will not be tolerated. Workplace harassment can take many forms. It may be, but is not limited to, words, signs, offensive jokes, cartoons, pictures, posters, written materials, pranks, intimidation, physical assaults or contact, or violence. Retaliatory action against an employee for discussing or making a harassment complaint is also a form of harassment.

Goodwill Industries will provide reasonable accommodation(s) upon request for persons with disabilities to ensure equal access to Goodwill facilities, programs and services or employment.

