

Equal Employment Opportunity Policy Statement

Seven Counties Services, Inc., is an equal employment opportunity employer. It is the policy of the Organization to afford equal employment opportunity to all individuals regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, military status, veteran status, or any other protected status.

The Organization does not discriminate or retaliate in any decision affecting employment or conditions of employment against any employee or applicant for employment because of such person's race, color, religion, sex, sexual orientation, gender identity, national origin, or age, or because he or she is an individual with a disability, or a veteran.

The Organization will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, national origin, age, disability, military status, status as a veteran, or any other protected status. The Organization will take affirmative action to employ, advance in employment and otherwise treat qualified individuals with a disability and veterans without discrimination based upon their disability or veteran status in all employment practices.

The Organization will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, military status, status as a veteran, or any other protected status. The Organization will ensure that all employment decisions are based only on valid job requirements.

Employee benefits are administered without regard to race, color, religion, sex, national origin, age, disability, military status, status as a veteran, or any other protected status.


No employee or applicant shall be subjected to harassment, intimidation, threats, coercion, retaliation or discrimination in violation of state or federal law.

All employees of the Organization are expected to comply with the Policy Statement. Managers and supervisors are responsible for fulfilling the obligations set forth in the Policy Statement and for meeting any applicable affirmative action obligations. All complaints concerning possible discrimination or retaliation must be reported to the Vice President of Human Resources at 502-589-8600.

As required by applicable laws and regulations, the Organization maintains affirmative action plans designed to comply with the provisions of Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, and the regulations promulgated thereunder. These plans monitor all personnel practices to ensure their nondiscriminatory effect, identify problem areas, develop goals where appropriate to address areas of underutilization of minorities or women, and state action oriented programs designed to accomplish the goals and objectives of the plans. The plans maintained under Section 503 of the Rehabilitation Act of 1973, and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, and the regulations promulgated thereunder are available for inspection by any applicant or employee upon request in the Human Resources office weekdays between the hours of 9:00 a.m. and 4:00 p.m.

The Organization's EEO officer is responsible for the successful implementation of the affirmative action plans, for auditing the effectiveness, achievements, problem areas, and remedial actions of such plans, and for periodically reporting to management on these matters. Employees are encouraged to communicate any questions or concerns to Daniel Smith, the Organization's EEO officer.

June 1, 2015



Anthony Zipple, St. D., MBA
President/Chief Executive Officer