

3.03 Affirmative Action

Policy:

It is the policy of Licking/Knox Goodwill Industries, Inc. that all individuals, regardless of race, color, sex, ethnic origin, religion, marital status, age, disability, military status or political affiliation are treated equally.

Procedure:

Licking/Knox Goodwill Industries, Inc. provides services to include remunerative employment, vocational evaluation services, work adjustment and training services and job readiness training to all individuals regardless of race, color, sex, ethnic origin, marital status, age, disability, political affiliation, military status or religion.

The Licking/Knox Goodwill Industries, Inc. plan to achieve equal opportunity for all individuals in the filling of vacant positions is done through the following:

- Contacts with various employment agencies, schools, colleges, and local public service agencies.
- Recruitment through general advertising vehicles.
- Identifying itself as an "Equal Opportunity Employer."
- The use of only those employment agencies which refer clients of any race, color, sex, ethnic origin, marital status, age, disability, political affiliation, military status or religion.
- A procedure which requires review of the qualifications of current employees for promotion.

Licking/Knox Goodwill Industries, Inc. enrolls in its governing body members of any color, sex, ethnic origin, religion, age, marital status, disability, military status or political affiliation.

The written Licking/Knox Goodwill Industries, Inc. Affirmative Action Plan may be viewed at the Administrative Office located at 65 S. Fifth St., Newark, Ohio between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday.