

## SECTION 2 - NONDISCRIMINATION

### EQUAL EMPLOYMENT OPPORTUNITY

TVDSI is an equal opportunity employer. This agency believes that equal opportunity for all employees is important for the continuing success of our agency. In accordance with state and federal law, this agency will not discriminate against an employee or applicant for employment because of race, disability, color, creed, religion, sex, age, national origin, ancestry, citizenship, veteran status, or non-job-related factors in hiring, promoting, demotion, training, benefits, transfers, layoffs, termination, recommendation, rates of pay or other forms of compensation. Opportunity is provided to all staffers based on qualification and job requirements.

### AFFIRMATIVE ACTION STATEMENT

This agency provides equal employment opportunity to all persons without regard to race, color, religion, disability, sex, age, or national origin, seniority, and promotes the full realization of this policy through a positive, continuing program of affirmative action. This agency is committed to equal opportunity for all applicants and employees in personnel matters including recruitment and hiring, benefits, training, promotion, compensation, transfer or termination. We strive for an employee that reflects diversity.

We will ensure that this agency's policy regarding equal employment opportunity is communicated to all employees and that hiring, promotions, and salary administration practices are fair and consistent with the policy of the agency.

### ADA COMPLIANCE

This agency welcomes applications from people with disabilities and does not discriminate against them in any way. This agency complies with the Americans with Disabilities Act (ADA) of 1990. For example by . . .

Considering all applicants with disabilities for employment using the same criteria as is used for the employment of persons without disabilities.

Considering employees with disabilities for promotions using the same criteria that is used for the promotion of employees without disabilities.

Taking steps to make its facilities barrier-free and accessible according to appropriate federal and state statutes.

Making scheduling and other adjustments to reasonably accommodate employees with disabilities.

Educate employees to the fact that individuals with disabilities are employed by the agency and should not be discriminated against.