



## **EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION**

It is the policy of the Rockland County IDA to provide for and promote equal employment opportunity in employment compensation and other terms and conditions of employment without discrimination based on age, race, creed, color, national origin, gender, sexual orientation, disability, marital status, Vietnam Era Veteran status, genetic predisposition, or carrier status. The Agency is committed to assuring equal employment opportunity and equal access to services, programs and activities for individuals with disabilities. It is the policy of the Agency to provide reasonable accommodation to a qualified individual with a disability to enable such individual to perform the essential functions of the state government position for which he/she is applying or in which he/she is employed. Further, it is the policy of the Agency to provide reasonable accommodation for religious observers. The policy applies to all employment practices and actions including inducements. It includes, but is not limited to, recruitment, job application process, examination and testing, hiring, training, disciplinary actions, rate of pay or other compensation, advancement, classification, transfer, reassignment and promotions.