

EEO POLICY

It is the policy of Rappahannock Goodwill Industries, Inc. to select, develop and promote employees based on the individual's ability and job performance. It has been, and shall continue to be, the policy of this Company to provide Equal Employment Opportunity to all people in all aspects of employer/employee relations without discrimination because of race, color, religion, sex, sexual orientation, gender identity, national origin, genetic information, citizenship, ancestry, marital status, age, protected veteran status, disability or any other prohibited basis. This policy affects decisions including, but not limited to, an employee's compensation, benefits, terms and conditions of employment, opportunities for promotion, training and development, transfer, and other privileges of employment. It has been, and shall continue to be, the Company's policy to maintain a working environment free of sexual harassment and intimidation. It is further the policy of the Company to comply with the letter and spirit of applicable local, state and Federal statutes concerning Equal Employment Opportunity.

This policy applies to all procedures affecting applicants and employees, and includes, but is not necessarily limited to: hiring, placement, promotion, transfer, demotion, selection for training, recruitment, employment, advertising, layoff and termination, compensation and all other conditions or privileges of employment. Notices of non-discrimination are posted in conspicuous places to be viewed by both employees and applicants.

I continue to urge and expect every member of management and every employee to make positive contributions toward the objectives established in our affirmative action plan. While the responsibility for administration of this plan falls to our management staff, the implementation of affirmative action is the responsibility of every employee.

Our managers are held accountable for Affirmative Action results and with their continued efforts I have full confidence that our objectives will be met.

If you have any questions, please contact your supervisor or Julie Rettinger, EEO Coordinator.



Stephen A. Cox
President & CEO