



Affirmative Action Statement

This policy and governmental regulations forbid discrimination in recruiting, hiring, training, promotion, and all other terms and conditions of employment. Only the merit of individuals against objective job requirements will be considered.

Spelman Johnson will implement, monitor, and enforce this statement and underlying policies in conjunction with the applicable federal and state laws, regulations, and executive orders.

Equal Employment Opportunity Policy

It is the policy and practice of Spelman Johnson to assure that no person will be discriminated against or be denied the benefits of any activity, program, or employment process, in whole or in part, in the areas of recruiting, advertising, hiring, upgrading, promoting, transferring, demoting, laying-off, terminating, rehiring, employing, and/or determining rates of pay and other compensations or benefits.

It is the policy and practice of Spelman Johnson not to discriminate against any individual because of the individual's race, age, color, religious creed, gender, marital status, national origin, ancestry, natural or protective hair styles, military or veteran status, pregnancy or pregnancy-related condition, present or past history of mental, emotional, learning, or physical disability, sexual orientation, gender identity, or any other characteristic protected by federal, state or local law, except where any of the above is a bona fide occupational qualification.

Once a year, Spelman Johnson will update this policy in accordance with the current update procedures.