

**Partnership for Children of Cumberland County, Inc.**  
**Human Resources Policies and Procedures**

**General Employment Policies**

**Section 102 – Equal Employment Opportunity (EEO)**

**1. Policies**

- a. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the Partnership for Children, Inc. (PFC) will be based on merit, qualifications, and abilities. PFC does not discriminate in employment opportunities or practices on the basis of race, religion, gender, national origin, age, disability, or any other characteristic protected by law.
- b. PFC will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship.
- c. This policy governs all aspects of employment including selection, job assignment, compensation, discipline, termination, and access to benefits and training.
- d. Employees can raise concerns and make reports without fear of reprisal.
- e. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action up to and including termination of employment.
- f. Employees may raise questions or complaints about EEO with the Human Resources Coordinator or their supervisor without fear of reprisal.