

EMPLOYMENT COMPLIANCE

Policy

The Senior Resource Association, Inc. (SRA) complies with Equal Employment Opportunity (EEO), American's with Disabilities Act (ADA), Immigration Reform & Control Act (IRCA), and other federal, state and local laws.

Senior Resource Association is committed to providing a workplace that is non-discriminatory and affords equal treatment to all. Senior Resource Association believes that discrimination, harassment, and/or retaliation in any form constitute misconduct that undermines the integrity of the employment relationship. Therefore, the Senior Resource Association prohibits discrimination and/or harassment that is sexual, racial, or religious in nature or is related to anyone's gender, national origin, age, disability, or any other basis protected by federal, state, or local law. This policy applies to all employees and to all individuals who may have contact with any SRA employee

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the Senior Resource Association will be based on merit, qualifications, and abilities. The Senior Resource Association does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law. Employees are not to show prejudice or discrimination in matters concerning fellow employees or individuals served by the organization.

The SRA is committed to complying fully with the American's with Disabilities Act (ADA) and ensuring equal opportunity in employment for qualified persons with disabilities. The SRA will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship for the organization. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, separation and access to benefits and training.

The SRA is committed to employing only United States citizens and aliens who are authorized to work in the United States, and does not discriminate on the basis of citizenship or national origin.

In compliance with the Immigration Reform & Control Act (IRCA) of 1986, all employees, as a condition of employment must complete the Employment Eligibility Verification Form I-9 and present documentation establishing their identity and employment eligibility. Former employees who are rehired must also complete the form if they have not completed an I-9 with the SRA within the past three years, or if their previous I-9 is no longer retained or valid.

If an employee has any questions or wants more information on immigration law issues, they may contact Human Resources.