

**Recovery Centers Inc.**

**Authority: OAC 3793:2-1-03(O)(1)**

**Program Administration  
ASSURANCES OF NONDISCRIMINATION**

**Policy # PA 2**

**Effective Date: 07.29.02**

**Revision Dates: 01.18.07; 08.25.09**

**POLICY**

It is the policy of Recovery Centers Inc. in recognition of the essential rights of all employees, vendors, and applicants as individuals, to recruit, hire and promote in all job classifications without regard to race, ethnicity, color, religion, creed, sex, sexual orientation, national origin, age or disability according to Title VII of the Civil Rights Act of 1964, or any person with HIV infection, whether asymptomatic or symptomatic or AIDS, or in any manner prohibited by the laws of the State of Ohio and the United States in the recruitment, selection, promotion, evaluation or retention of employees or volunteers except where sex or physical requirements are bona fide occupational qualifications.

It is also the policy of RCI, to take affirmative action to insure that all personnel actions such as recruitment, hiring, rate of compensation, benefits, transfers, layoffs, return from layoffs, and Board-supported training and promotions shall be administered without regard to race, color, creed, sex, sexual orientation, religion, national origin, age or disability.

Future recruiting and hiring practices will have the goal to select fully qualified personnel who will provide cultural diversity at all levels of the program, and who reflect, as nearly as possible, the racial composition of the service area. RCI will attempt to address the need for culturally specific and relevant programming for ethnic minorities, deaf or hearing impaired, and others.

**PROCEDURE**

The Executive Director is given full authority for the administration of this program. Any willful or deliberate violation of any employee of RCI, of our Nondiscrimination / Affirmative Action Policy, will be cause for appropriate disciplinary action.