

NONDISCRIMINATION POLICY AND PROCEDURES

SIX POINTS EVALUATION AND TRAINING, INC. (Six Points)

**Adopted by the Board of Directors on 03/26/13
(Original effective date: February 22, 2011)**

POLICY: It shall be the policy of Six Points Evaluation and Training, Inc. to provide services, programming, employment and benefits to all persons without regard to race, gender, sexual orientation, religion, color, national origin, age, pregnancy, political affiliation or disability. Six Points recognizes the benefits that come from diversity in its workforce and programming and affirms that employee recruitment, appointment, assignment, training, compensation and promotion shall occur on the basis of merit.

PROCEDURES:

A. It is the responsibility of the Executive Director, department Managers, all other staff and the Six Points Board of Directors to ensure that Six Points complies with all state and federal legislation pertaining to nondiscrimination and equal employment opportunity, including, but not limited to the following:

- Title VI of the Civil Rights Act of 1964 and Section 504 of the Rehabilitation Act of 1973, relating to providing benefits, services, and employment to all persons without regard to race, color, national origin, or handicap. No distinction is made among any persons in eligibility for the benefits and services provided by or through the auspices of Six Points.
- Title VII of the Civil Rights Act of 1964, which prohibits discrimination in employment on the basis of race, color, religion, sex, national origin, and national origin as it affects persons with limited English proficiency.
- The Colorado Anti-Discrimination Act of 1957, which bans discrimination in employment on the basis of race, color, creed, sex, national origin, ancestry, and physical handicap.
- The Vocational Rehabilitation Act of 1973, which addresses physical and mental handicaps.
- The Age Discrimination in the Employment Act of 1967, which bans discrimination against persons between the ages of 40 and 70.
- The Americans with Disabilities Act of 1990, which prohibits discrimination against individuals with disabilities in employment and public services, transportation, accommodations and telecommunications.

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B. In the instance where there are two (2) or more qualified candidates for an opening at Six Points, full consideration will be given to any underrepresented segments of the overall staff population at Six Points.