



# NAMI

National Alliance on Mental Illness

## EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

It is the policy of NAMI to employ qualified persons of the greatest ability without discrimination against any employee or applicant for employment because of race, religion, color, sex, physical or mental disability, national origin, age, status as a disabled veteran, a recently separated veteran, an Armed Forces service medal veteran or other protected veteran or any other protected group status and further, to take affirmative action to employ and advance in employment qualified minorities, women, disabled persons, disabled veterans, recently separated veterans, Armed Forces service medal veterans or other protected veterans. I wish to reaffirm and reemphasize that this policy applies throughout NAMI.

To implement this policy, NAMI has established Affirmative Action Programs by which we undertake that:

- (1) We will recruit, hire, train and promote qualified persons in all job titles, without regard to race, religion, color, sex, physical or mental disability, national origin, age, covered veterans' status, or any other protected group status;
- (2) We will base decisions on employment so as to further the principle of equal employment opportunity;
- (3) We will ensure that employment decisions are in accord with principles of equal employment opportunity by imposing only valid job requirements;
- (4) We will ensure that all personnel actions such as compensation, benefits, transfers, promotions, layoffs, return from layoff, NAMI sponsored training, education, tuition assistance, social and recreational programs, will be administered without regard to race, religion, color, sex, disability, national origin, age, covered veterans' status or any other protected group status.

Overall responsibility for the implementation of this policy is delegated to the Human Resources Manager, who is hereby designated as the Equal Employment Coordinator.

  
Michael Fitzpatrick

Executive Director