

AFFIRMATIVE ACTION PLAN

Bay Aging shall provide equal employment opportunity to its participants and applicants for employment and training on the basis of fitness and merit without regard to race, color, religion, national origin, political affiliation, sex, age, LGBT or sexual orientation, or disability (except where sex or age is a bonafide occupational qualification or disability related to the job). This Plan shall be followed in recruiting, hiring, promotion, compensation, benefits, transfers, layoffs, demotions, terminations, training and leave. Any Contractor who fails to comply with this Plan may be held in default of contract.

The Board of Directors, the President and staff pledge to take affirmative action to ensure that the principles of this Plan are fully implemented to all levels and locations where services are provided and are updated and reviewed annually. The Board of Directors and the President will be responsible for monitoring the plan to ensure that Bay Aging and its contractors are in compliance with the Plan and will assist in rectifying problems resulting from a violation of this Plan. Bay Aging strives to extend opportunities which will motivate and encourage minorities and women to reach their full potential through employment upgrading and advancement.

Reviewed and Adopted by Bay Aging Board of Directors at their Annual Meeting
September 24, 2015.

By _____

Kathy E. Vesley, President

Date