

AN EQUAL OPPORTUNITY EMPLOYER

Requirements for equal employment opportunity are applicable state and federal regulations/statutes and laws. Griffith Group, Inc., is an equal opportunity employer. This commitment includes a mandate to employ, retain, promote, terminate and otherwise treat all employees and job applicants on the basis of merit, qualifications and competence. This includes equal treatment and services to all citizens, employees and representatives, and to assure equal employment opportunity without regard to race, religion, color, creed, national origin, gender, marital status, age, or the presence of a disability unless such disability effectively prevents the performance of essential duties required of the position and which are bonafide occupational qualifications which cannot be accommodated without undue hardship.

(The following information is taken from the poster, "Equal Employment Opportunity IS THE LAW.")

RACE, COLOR, RELIGION, GENDER, NATIONAL ORIGIN:

Title VII of the Civil Rights Act of 1964 as amended, and the Civil Rights Act of 1991, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, and other aspects of employment, on the basis of race, color, religion, gender, or national origin. The law covers applicants to and employees of most private employers, state and local governments and public or private educational institutions. Employment agencies, labor unions and apprenticeship programs also are covered.

AGE:

The Age Discrimination in Employment Act of 1967, as amended, prohibits age discrimination and protects applicants and employees 40 years of age or older from discrimination on account of age in hiring, promotion, discharge, compensation, terms, conditions, or privileges of employment. The law covers applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies, and labor organizations.

GENDER (WAGES):

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act (see above), the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in

the same establishment. The law covers applicants to and employees of most private employers, state and local governments and educational institutions. Labor organizations cannot cause employers to violate the law. Many employers not covered by Title VII, because of size, are covered by the Equal Pay Act.

DISABILITY:

The Americans with Disabilities Act of 1990, as amended, prohibits discrimination on the basis of disability, and protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, and other aspects of employment. The law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship. The law covers applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies, and labor organizations.

If you believe that you have been discriminated against under any of the above laws, should you immediately contact:

The Human Resources Department at (765) 742-3225.