



North Country Workforce Development Workforce Diversity Policy

The employees of North Country Workforce Development Board (NCWDB) represent a talented and diverse workforce. Achieving the full potential of this diversity is a business priority that is fundamental to the NCWDB. A key element in the organization's workforce diversity is NCWDB's commitment to equal opportunity.

Business activities such as hiring, promotions and compensation of employees are conducted without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age. These business activities and the design and administration of NCWDB benefit plans comply with all applicable laws, including those dealing with equal opportunity. For qualified people with disabilities, NCWDB makes workplace accommodations that comply with applicable laws and which NCWDB determines are reasonable and needed for effective job performance. In respecting and valuing the diversity among employees and all those with whom the organization does business, they are expected to ensure a working environment that is free of all forms of discrimination.

This policy is based on sound business judgment and anchored in NCWDB values. All employees, vendors, suppliers and contractors are expected to abide by this policy and all applicable laws on this subject and to uphold NCWDB's commitment to workforce diversity.