

## Reaffirmation of Equal Employment Opportunity Policy and Affirmative Action Plan

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The employees of Northern Rivers Family of Services (NRFS) and its affiliates are our most important asset. We rely on our employees to carry out our mission, vision, and values through our core principles.

**Mission:** Empowering children, adults, and families to change their lives and build stronger communities.

**Vision:** Northern Rivers leads the way in providing coordinated, innovative, comprehensive, and responsible delivery of human services.

**Values:** HOPE

Honor: To help others is the highest calling; we strive to do what is right for those in our care

Optimism: We believe that things can get better if we work together, aim higher, and set meaningful goals

Progress: Every day provides an opportunity to improve, and we promise to continue striving

Excellence: We hold ourselves to the highest standards, because our communities deserve the best from us

**Core Principles:** Every member of the Northern Rivers family is guided by a set of five core principles that guide the way we treat our clients and each other: cultural competence, family- and youth-driven, strengths-based, safety, and trauma-informed.

Northern Rivers is committed to the principles of the Equal Employment Opportunity Policy and Affirmative Action because it is in alignment with the above mission, vision, values, and core principles and is legally required. It is the responsibility of all of our management to ensure all employment activities are conducted in an equal and equitable fashion, without regard to race, color, creed, religion, sex, age, national origin, disability, employment status, military status, marital or domestic violence victim status, sexual orientation, gender identity, genetic information, predisposition or carrier status, veteran status, or any other protected characteristic as established by federal and state law.

Such employment activities include, but are not limited to recruiting, hiring, placement, promotion, termination, layoff, transfer, leave of absence, compensation, benefits, training, and social and recreational programs.

Further, Northern Rivers will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

Northern Rivers is committed to ensuring that positions at all levels are filled with qualified applicants from diverse backgrounds. We are committed to providing current employees opportunities for growth and development. Periodic analysis will ensure that we are meeting our commitments.



William T. Gettman Jr.  
Chief Executive Officer