



## **Affirmative Action Policy Statement**

It is the policy of the Northeast Waste Management Officials' Association, Inc. (NEWMOA), to provide equal employment opportunities for training, compensation, promotion, and other aspects of employment for all qualified applicants and employees without regard to sex; race; color; religion; national origin; age; disability; veteran status; gender-related identity, appearance, expression or behavior of the individual, regardless of the individual's physiology or assigned sex at birth.

NEWMOA makes every effort to ensure that our policies regarding hiring, salary administration, and promotion are based solely on job requirements, job performance, and job-related criteria. In addition, our personnel policies and practices, including those relating to compensation, benefits, retention, termination, training, and self-development opportunities, are administered without discrimination on the basis of race; color; religion; sex; age; national origin; disability; veteran status; or gender-related identity, appearance, expression or behavior of the individual, regardless of the individual's physiology or assigned sex at birth or other bases prohibited by law.