

AFFIRMATIVE ACTION POLICY STATEMENT

Updated June 15, 2018



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It is the policy of the NEWMOA to provide equal employment opportunities for training, compensation, promotion, and other aspects of employment for all qualified applicants and employees without regard to gender; race; color; creed; religion; national origin; ancestry; sexual orientation; gender identity or expression; pregnancy; age; disability; military service; veteran status; or any other classification protected under applicable law.

Physical or mental disabilities are considered only as they may relate to a candidate's ability to fulfill essential job requirements. Any person with a disability needing a reasonable accommodation to perform job functions should speak with NEWMOA's Executive Director.

NEWMOA makes every effort to ensure that its policies regarding hiring, salary administration, and promotion are based solely on job requirements, job performance, and job-related criteria. In addition, NEWMOA's 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 gender; race; color; creed; religion; national origin; ancestry; sexual orientation; gender identity or expression; pregnancy; age; disability; military service; veteran status; or any other classification protected under applicable law.

This policy refers to all terms and conditions of employment, including but not limited to employee recruiting, hiring, transfers, promotions, access to benefits and training, discipline, and terminations.