

**GREAT LAKES ENVIRONMENTAL CENTER, INC. (GLEC) EQUAL EMPLOYMENT
OPPORTUNITY (EEO) POLICY STATEMENT /NON DISCRIMINATION/
ANTI-HARASSMENT/AFFIRMATIVE ACTION POLICY (AAP)***

To ensure equal employment opportunities for all persons, the GLEC Management Team and staff are committed to the principles of our AAP Programs, EEO and Non-discrimination compliance and any other status protected by U.S. laws or regulations. It is the policy of Great Lakes Environmental Center, Inc. (GLEC) to not discriminate against any qualified employee or applicant for employment.

GLEC ensures equal treatment for all employees and applicants for employment without unlawful discrimination as to race, creed, color, national origin, sex, age, disability, protected veterans, marital status, sexual orientation, gender identity, or citizenship status in all employment decisions including, but not limited to recruitment, hiring, compensation, training and apprenticeship, promotion, upgrading, demotion, downgrading, transfer, layoff, recall and termination, and all other terms and conditions of employment. All employment decisions are based only on valid job requirements.

This includes, but is not limited to, qualified individuals with disabilities, qualified protected veterans, newly separated veteran, a campaign veteran, or an armed forces service medal veteran (i.e., qualified protected veterans), (or pre-Jobs for Veterans' Act (JVA) veteran), disabled veteran (or pre-JVA special disabled veteran) including those who are protected by the nondiscrimination and affirmative action provisions of Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) and those covered under the E.O. 11246 Rehabilitation Act of 1973; AAP for Individuals with Disabilities and Covered Veterans - Rehabilitation Act Of 1973; and Vietnam Veteran's Readjustment Assistance Act of 1974.

GLEC will also provide qualified applicants and employees with disabilities with needed reasonable accommodations, as required by law, and will ensure that all employment decisions are based only on valid job requirements. GLEC prohibits harassment of employees and applicants on the basis of disability and conducts training to try to prevent any harassment or discrimination before it occurs.

GLEC does not discriminate as stated in Executive Order 13672 which prohibits discriminating against qualified individuals in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment based on their sexual orientation and gender identity. Protections of Title VII of the Civil Rights Act of 1964 extends to claims of discrimination based on an individual's gender identity, including transgender status.

GLEC is an equal opportunity employer. We do not discriminate in all employment practices based on: religion, race, color, national origin, age, sex, height, weight, marital status, arrest record for misdemeanors, or disability – as defined in the Michigan Elliott-Larson Civil Rights Act of 1976 (P.A. 453) and the Persons with Disabilities Civil Rights Act of 1976 (P.A. 220).

Employees of and applicants to GLEC will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing, or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans. GLEC management is committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunities and affirmative action throughout all levels of the company, we have selected the Human Resources Coordinator as the Equal Employment Opportunity (EEO) Manager for GLEC. One of the Human Resources Coordinator's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of GLEC's programs. To further GLEC policy regarding Affirmative

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Action and Equal Employment Opportunity, GLEC has developed a written Affirmative Action Plan/Program which sets forth the policies, practices and procedures which GLEC is committed to applying in order to ensure that our policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Administration Department. Interested persons should contact the Human Resources Coordinator at kbell@glec.com, or 231-941-2230 for assistance.



2/09/17

Dennis J. McCauley
President, GLEC

Date

**This policy statement represents GLEC's best effort for EEO, Anti-harassment, and Non-discrimination policy for all qualified individuals and any other status protected by U.S. laws or regulations.*