



## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of the **Town of Pendleton** not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status.

The **Town of Pendleton** will take affirmative action to ensure that the EEO Policy is implemented, with particular regard to: advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

The **Town of Pendleton** will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is the policy of the **Town of Pendleton** and all employment decisions are based on individual merit only.

All current employees of the **Town of Pendleton** are requested to encourage qualified disabled persons, minorities, special disabled veterans, and Vietnam Era veterans to apply for employment, on the job training or for union representation for qualified disabled individuals.

It is the policy of the **Town of Pendleton** that all agency activities, facilities, and job sites are non-segregated. Separate or single-user toilet and changing facilities are provided to assure privacy.

It is the policy of the **Town of Pendleton** to ensure and maintain a work environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or the company EEO Officer.

EEO Officer: Joel Maerten, Supervisor  
Address: 6570 Campbell Boulevard, Lockport, NY  
Telephone: (716) 625-8833  
Signed & Dated: August 18, 2021

A handwritten signature in blue ink, which appears to read "Joel Maerten", is written over the printed name and address.