

HAMS AFFIRMATIVE ACTION POLICY

It is the policy of the HAMS Harm Reduction Network, Inc. to provide equal opportunity in participation, employment and upward mobility for all qualified persons, to prohibit discrimination in employment because of social class, economic status, substance use, employment history, educational history, age, color, handicap, marital status, national origin, race, religion, sex or sexual orientation, and to promote the full realization of equal employment opportunity through a positive, continuing, result-oriented program of affirmative action throughout the Corporation. This policy includes, but is not limited to, requirements of Federal Executive Orders 11246 and 11375 as amended, the Equal Employment Opportunity Act of 1972, the State of New York Executive Law (Human Right Act), the Equal Employment Opportunity Plan, 503 and 504 Regulations of the Vocational Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.

In support of this policy, The HAMS Harm Reduction Network, Inc. affirms its right to take appropriate action if it or other duly constituted authorities should determine that applicable federal and state equal employment opportunity laws and regulations have been violated, or that the effect and intent of their policy have been willfully and/or habitually abrogated.

It is the stated policy of The HAMS Harm Reduction Network, Inc. to prohibit harassment of employees or others on the basis of social class, economic status, substance use, employment history, educational history, age, color, handicap, marital status, national origin, race, religion, sex or sexual orientation.

Approved by unanimous vote of the board on 1/28/11