The Arc of the Quad Cities Area

Equal Employment Opportunity/Affirmative Action Statement

It is the policy of the Arc of the Quad Cities Area to provide employment, training, levels of compensation, transfer and promotion opportunities, demotion, layoffs, terminations, and other employment actions without regard to race, color, religion, gender, national origin, age, disability status, or status as a veteran, including veterans and Vietnam era veterans with a disability. This also included those classes protected by the State of Illinois; in addition to the federal mention protected classes, this is to include citizenship status, ancestry, order of protection status, marital status, sexual orientation, arrest record that does not conflict with the Healthcare Background Check Act, and unfavorable discharge from military service. The Arc periodically reaffirms its commitment to this policy of equal employment opportunity. 2 Reviewed & Revised 9/9/2024 MED

Equal Opportunity is in full compliance with: the Civil Rights Act of 1964, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Rehabilitation Act of 1973 (Section 503, 504); the Vietnam Era Veterans Readjustment Assistance Act of 1974 (38 USC 2011-2014); the American with Disabilities Act of 1990; Executive Order 11246, as amended by Executive Order 11375; Equal Pay Act of 1963; and the Family and Medical Leave Act of 1993.

As President CEO of The Arc of the Quad Cities Area, I will designate the AED of People & Resources as the Affirmative Action Officer and challenge all administrators and staff members to commit themselves to supporting The Arc's equal employment and admissions objectives. Specifically, the AED of People & Resources, who also serves as The Arc's Affirmative Action Officer, is charged with administrative responsibility for ensuring compliance in employment activities. This individual also functions as the agency's custodian of employment records, ensuring that all reporting requirements, necessary to comply with the Affirmative Action Plan, are met.

A copy of the Affirmative Action Plan may be inspected during normal business hours by contacting the Affirmative Action Officer: by calling (309) 786-6474; writing, Affirmative Action Officer, 4016 9th Street, Rock Island, IL 61201; emailing, davism@arcqca.org; or visiting the Department of Human Resources.

STATEMENT OF COMMITMENT FORWARD