

**EAST ISLES RESIDENTS' ASSOCIATION, INC. (EIRA)
EQUAL EMPLOYMENT & AFFIRMATIVE ACTION POLICY**

Consistent with EIRA's adopted bylaws and its adopted Conflict of Interest (COI) policy, without intent to replace or void those documents, and consistent with applicable federal, state or local laws governing such matters, this policy is intended to supplement the preceding by expressing EIRA's commitment to strive to avoid discrimination in its hiring policies on the basis of race, color, creed, religion, ancestry, national origin, sex, affection preference, disability, age, marital status, source of income, or criminal record where the offence is not validly related to the job.

Affirmative action is not mere passive non-discrimination. It is action, including procedures, methods and practices, which offer opportunities relating to means of participating in this organization for members, staff, and other community residents. This organization encourages recommendations about how it can affirmatively increase participation in its activities

This policy will be distributed to all EIRA Board members and alternates, committee members, and EIRA appointees, and to any person requesting a copy of the policy. The policy will be made available on any web site that EIRA may develop, and will be published from time to time in any newsletter that EIRA may develop.

Any amendment(s) to this policy should be attached, indicate the date of amendment(s) adopted by the EIRA Board, contain the signature of the then current EIRA President (or next highest ranking officer) at the time of adoption, and a witness signature.

Original Policy Adopted by EIRA Board on: July 10, 2012

Signed by EIRA President (Dan McLaughlin):

Witnessed by EIRA staff person (Monica Smith):
