



Affirmative Action Policy/Equal Opportunity Policy

It is the policy and practice of Spelman Johnson to assure that no person will be discriminated against or be denied the benefits of any activity, program, or employment process, in whole or in part, in the areas of recruiting, advertising, hiring, upgrading, promoting, transferring, demoting, laying-off, terminating, rehiring, employing, and/or determining rates of pay and other compensations.

It is the policy and practice of Spelman Johnson not to discriminate against any individual because of the individual's race, age, color, religious creed, gender, marital status, national origin, ancestry, present or past history of mental, emotional, learning, or physical disability, sexual orientation, or gender identity, except where any of the above is a bona fide occupational qualification or need.

This policy and practice applies to all persons, particularly those who are members of the protected classes identified as being African-Americans, Hispanics, Asian-Americans, Native Americans, women, and the disabled.

Spelman Johnson will implement, monitor, and enforce this Affirmative Action Policy statement and program in conjunction with the applicable federal and state laws, regulations, and executive orders.

Once a year, Spelman Johnson will update this policy in accordance with the current update procedures. In addition, it is understood that the complete affirmative action program of Spelman Johnson consists of both this affirmative action policy statement and any equal employment opportunity/affirmative action requirements contained in contracts which we may receive.