



320 Riverside Drive 1-A  
Northampton, Ma 01062  
413-586-7350  
Fax 413-586-7351

EcoBuilding Bargains  
83 Warwick Street  
Springfield, MA 01104  
413-788-6900  
Fax 413-788-6909

## **NON-DISCRIMINATION and EEO POLICY STATEMENT**

CET's (Center for EcoTechnology's) Non-Discrimination and Equal Employment Opportunity Policy applies to all employees, applicants for employment, Board members, and members of the public.

CET does not discriminate on the basis of race, sex, color, creed, religion, national origin, age, disability, marital status, sexual orientation, gender identity and expression, mental illness, genetic information, military or veteran status, or political affiliation in accordance with all applicable laws, directives and regulations of federal, state and city entities.

This policy applies to all the terms and conditions of employment and access to programs or activities including, but not limited to hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, training, and the administration and implementation of programs.

CET is committed to Equal Employment Opportunity. Furthermore, we strive to have our employees, applicants, Board members, and program participants reflect the demographics of the communities we serve. To this end, we shall:

- Recruit, hire, upgrade, train and promote in all job classifications, without regard to race, sex, color, creed, religion, national origin, age, disability, marital status, sexual orientation, gender identity and expression, mental illness, genetic information, military or veteran status, or political affiliation.
- Base employment decisions on the principles of Equal Employment Opportunity. Advancement to positions of greater responsibility is based on an individual's abilities and demonstrated performance.
- Ensure that all terms and conditions of employment such as compensation, benefits, layoff, return from layoff, CET-sponsored training, educational tuition assistance, social and recreation programs, shall be administered without regard to race, sex, color, creed, religion, national origin, age, disability, marital status, sexual orientation, gender identity and expression, mental illness, genetic information, military or veteran status, or political affiliation.
- Ensure equal access to CET programs including, but not limited to, providing appropriate language assistance.
- Take action to prevent harassment including sexual harassment or intimidation of employees, applicants, and program participants.

If you have any questions about this notice, or if you believe you may have been discriminated against with respect to a CET program or activity, you may contact CET to learn how and where to file a complaint:

Director, People & Culture  
320 Riverside Drive 1A  
Northampton, MA 01062  
413-586-7350 or [hr@cetonline.org](mailto:hr@cetonline.org)