

Statement of Policy

It is the commitment and policy of *The Rapid* to assure equal employment opportunity in its personnel practices. In accordance with all applicable federal, state and local laws and ordinances unlawful discrimination is prohibited in the workplace or in any work-related setting outside the workplace. Every employee shares the responsibility for bringing to *The Rapid's* attention any conduct that interferes with providing a work environment free of illegal discrimination or harassment.

The Rapid does not discriminate against any people in its personnel practices and/or terms or conditions of employment on the basis of any protected legal characteristics such as sex, gender, sexual orientation, race, color, national origin, religious attire, creed, height, weight, age, disability, marital status, veteran status, religion, or genetic information. *The Rapid* is committed to carrying out our EEO program; making continued efforts to recruit and advance qualified individuals including minorities, women, persons with disabilities, and covered veterans.

The Human Resources/EEO Officer for *The Rapid* (Nancy Groendal) is responsible for the development and implementation, review and compliance with the EEO program. The Human Resources manager has direct access to the CEO without additional authority. All Managers of *The Rapid* are required to attend annual training sessions to review achievements and challenges that support the EEO program. Feedback is also given to Managers regarding their employment patterns and practices. They are committed to upholding and supporting the EEO program to ensure compliance is achieved. Directors and Managers are evaluated and held accountable annually on their success and adherence to the policy. *The Rapid* supports employment of qualified individuals. If you believe that accommodation of a disability is necessary to perform the essential functions of your position, Michigan law requires you to notify *The Rapid* of this in writing within 182 days after you know or reasonably should have known of the need for accommodation. Considerable efforts are made to hire and retain minorities and women in all personnel areas at *The Rapid*.

Our commitment to developing those areas are strongly supported by our community partners and networking with local minority agencies. *The Rapid* is committed to reaching higher EEO standards and goals to continue to diversify our workplace and provide better benefits to all. *The Rapid* remains committed to adapting new ideas and training in order to support and cultivate our environment and successfully achieve our EEO objectives.

As an employee or applicant, if you believe that you have been subjected to or witnesses unlawful discrimination; you should report it immediately to the Human Resources Department. Each report will be given serious consideration and investigated promptly. Reports and investigations will be handled with discretion and appropriate corrective action will be taken. *The Rapid* strictly prohibits retaliation against anyone who, in good faith, reports an actual or suspected violation of this policy. If you are unsatisfied with the way your complaint of discrimination has been handled, you have the right to contact the Michigan Equal Employment Opportunity Commission (EEOC) or the Federal EEOC. Both agencies serve as neutral fact finders and attempt to help parties resolve disputes.

Any violations of this policy may result in discipline up to and including termination.



Deborah Prato, CEO, 2021

The Rapid is an Equal Opportunity Employer-The Rapid Encourages Women and Minorities to Apply