

NON-DISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY

Kentucky River Community Care, Inc. (KRCC) is committed to providing equal employment opportunities to all individuals. Employment opportunities, whether through direct hire or engagement via a staffing agency, are made available to qualified individuals based on merit, job-related qualifications, and professional competence.

It is the policy of KRCC not to discriminate against any employee, applicant, volunteer, or third-party worker on the basis of race, color, religion, sex, national origin, age, disability, veteran status, or any other status protected by applicable federal, state, or local laws. This policy also applies to individuals requesting or receiving services from KRCC. Retaliation against any individual for engaging in protected civil rights activity is prohibited.

KRCC is committed to complying with all applicable non-discrimination laws, including but not limited to the Kentucky Civil Rights Act, the Americans with Disabilities Act of 1990 (ADA) as Amended, Section 1557 of the Patient Protection and Affordable Care Act, the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and all other applicable federal, state, and local laws prohibiting discrimination.

This policy applies to all aspects of employment and engagement, including recruitment, selection, placement through staffing agencies, hiring, promotion, transfer, discipline, termination, compensation, benefits, and training. KRCC expects its staffing partners to uphold these same standards and to provide candidates in a non-discriminatory manner.

KRCC is committed to providing equal opportunity to qualified individuals with disabilities and protected veterans and ensuring that all employment-related decisions are based solely on valid job requirements.

Any employee, applicant, or agency-assigned worker who believes they have been subjected to discrimination, harassment, intimidation, threats, coercion, or retaliation is encouraged to report the concern promptly to our Ombudsman at 606-436-5761. Reports will be handled promptly and confidentially to the extent possible.

To support this commitment, KRCC has designated the Personnel Agent, President as the Equal Employment Opportunity (EEO) Officer, responsible for overseeing the implementation and enforcement of this policy.

In furtherance of our policy regarding Non-Discrimination and Equal Employment Opportunity, KRCC has developed a written plan which sets forth the policies, practices and procedures which KRCC is committed to applying in order to ensure its policy. This Plan is available for inspection by any staff or applicant, or recipient of services upon request, during normal business hours, in the Personnel Management Office. For help, call (606) 439-0270.

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