

# Nondiscrimination Policy

## EMPLOYMENT

**SUBJECT:** Nondiscrimination Policy Statement  
Equal Employment Opportunity

**TO:** Staff

**FROM:** **Jack Goga, CEO**

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An open and equitable personnel system will be established and maintained, Personnel Policies, procedures and practices will be designed to prohibit discrimination on the basis of race, color, religious creed, disability, ancestry, national origin, age, or sex.

Employment opportunities shall be provided for applicants with disabilities and reasonable accommodation(s) shall be made to meet the physical or mental limitations of qualified applicants or employees.

Any employee who believes they have been discriminated against, may file a complaint of discrimination with any of the following:

**Dickinson, Inc.**  
**110 Lincoln Street**  
**Ridgway, PA 15853**

**Or**

**Department of Public Welfare**  
**Bureau of Equal Opportunity**  
**Room 223, Health & Welfare Building**  
**P O Box 2675**  
**Harrisburg, PA 17105**

**PA Human Relations Commission**  
**Eleventh Floor**  
**Pittsburgh State Office Building**  
**300 Liberty Avenue**  
**Pittsburgh, PA 15222**

**U. S. Department of Health & Human Services**  
**Office of Civil Rights**  
**Suite 372, Public Ledger Bldg.**  
**150 South Independence Mall West**  
**Philadelphia, PA 19106-9111**

**Bureau of Equal Opportunity**  
**Department of Public Welfare**  
**Western Field Office**  
**Rm. 702, Pittsburgh State Office Building**  
**300 Liberty Avenue**  
**Pittsburgh, PA 15222**