



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Colonie Senior Service Centers, Inc. not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status.

The Colonie Senior Service Centers, Inc. will take affirmative action to ensure that the EEO Policy is implemented, with particular regard to: advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

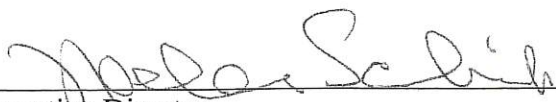
The Colonie Senior Service Centers, Inc. will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is the policy of the Colonie Senior Service Centers, Inc. and all employment decisions are based on individual merit only.

All current employees of Colonie Senior Service Centers, Inc. are requested to encourage qualified disabled persons, minorities, special disabled veterans, and Vietnam Era veterans to apply for employment, on the job training or for union representation for qualified disabled individuals.

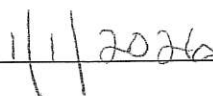
It is the policy of Colonie Senior Service Centers, Inc. that all agency activities, facilities, and job sites are non-segregated. Separate or single-user toilet and changing facilities are provided to assure privacy.

It is the policy of Colonie Senior Service Centers, Inc. to ensure and maintain a work environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or the company EEO Officer.

EEO Officer: Carol Ripley
Address: 6 Winners Circle, Albany, NY 12205
Telephone: 518-459-2857 x310
Email: cripley@colonieseniors.org



Executive Director



Date