



Positive Action for Development

Equal Employment Opportunity and Affirmative Action
Policy

May, 2013

Dire Dawa, Ethiopia

1.1. PURPOSE

Positive Action for Development work to mitigate different discriminatory patterns existing in our society. To counter such problems, it is best to have a policy that addresses such a situation beforehand. Besides, PAD designee such a policy to show its strong commitment to ensure the advantage of marginalized.

The “Equal Employment Opportunity and Affirmative Action Statement” signifies nothing more than what we have been doing with our communities: upholding everyone’s rights and ensuring equality. It places a policy statement for our organization that it practices equality at the workplace and does not discriminate anyone in the organization on the basis of sex, religion, caste, creed or race. Such a policy becomes handy when you are trying to make recruitments.

1.2. Positive Action for Development(PAD) “Equal Employment Opportunity and Affirmative Action Statement”:

“The Organization is committed to providing equal employment opportunity without regard to race, color, religion, sex, sexual orientation, disability, or any other protected status with respect to recruitment, hiring, upgrades, training, promotion, and other terms and conditions of employment. This policy complies with applicable state and local laws governing non-discrimination in employment.

The Organization values people from diverse backgrounds, working to create an open atmosphere of trust, honesty and respect. Harassment or discrimination

of any kind – including that involving race, color, religion, gender, age, national origin, citizenship, disabilities, sexual orientation, veteran status, or any other similarly protected status – is unacceptable. This principle applies to all aspects of employment, including recruitment, hiring, placement, transfer, promotion, layoff, recall, termination and other terms and conditions of employment.”