



Goodwill of Colorado EEO Policy Statement

TO: All Employees and Job Applicants

FROM: Karla Grazier, CEO

DATE: July 2024

It is the ongoing policy and practice of Goodwill of Colorado to provide equal opportunities in employment to all employees and job applicants. No person shall be discriminated against in any condition of employment because of age (40 and over), color, disability, sex/sexual orientation (including gender identity, gender expression, transgender status, sexual orientation, pregnancy, childbirth, or related conditions), genetic information (including family medical history), military or veteran status, national origin/ancestry, citizenship, race (including traits historically associated with race, such as hair texture and length, protective hairstyles), religion, marital status, familial status, or any other applicable status protected by state or local law.

The policy of Equal Employment Opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. Goodwill of Colorado is committed to making employment decisions based on valid requirements, without regard to age (40 and over), color, disability, sex/sexual orientation (including gender identity, gender expression, transgender status, sexual orientation, pregnancy, childbirth, or related conditions), genetic information (including family medical history), military or veteran status, national origin/ancestry, citizenship, race (including traits historically associated with race, such as hair texture and length, protective hairstyles), religion, marital status, familial status, or any other applicable status protected by state or local law. Goodwill of Colorado will analyze its personnel actions rigorously to ensure compliance with this policy.

Goodwill of Colorado will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. [41 CFR 60-1.35\(c\)](#)

Goodwill of Colorado's EEO/AA coordinator is Jill Alderton and can be reached via email at JAlderton@GoodwillColorado.org or by phone at (719) 635-4483. Mrs. Alderton is responsible

for compliance with state and federal EEO laws and Affirmative Action regulations. Mrs. Alderton is also responsible for implementing Goodwill of Colorado's affirmative action plan, including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact Mrs. Alderton. Our plan for Veterans and the Disabled is available to you in her office by appointment. All employees and applicants for employment are protected, by both Goodwill of Colorado policy and Equal Employment Opportunity/Affirmative Action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of Equal Employment Opportunity. I, Karla Grazier ask for your continued assistance and support in maintaining an environment that reflects Goodwill of Colorado's commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

Karla Grazier

Karla Grazier
President/CEO

Jill Alderton

Jill Alderton (Jul 29, 2024 08:36 MDT)

Jill Alderton
Sr. Director, Human Resources









45-43 Attachment 1 - EEO Policy Statement to All Employees and Applicants

Final Audit Report

2024-07-29

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