

Policy Statement on Equal Employment Opportunity for Individuals with Disabilities

41 CFR 60-741.44(a)

As the Chief Executive Officer of the Judge Rotenberg Educational Center, Inc. (“JRC”), I am committed to the principles of equal employment opportunity (“EEO”) and affirmative action for individuals with disabilities. Consistent with our policies on discrimination and applicable laws, JRC does not discriminate against individuals on the basis of disability and will take affirmative action to employ and advance in the employment of qualified individuals with disabilities at all levels within JRC. All employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, recall, termination, rates of pay, or other forms of compensation, are administered without regard to disability and all employment decisions are based only on valid job requirements. Also, as required by law, JRC will provide qualified applicants and employees with disabilities with necessary reasonable accommodations.

In addition, JRC prohibits harassment of any kind and provides effective training on harassment and discrimination to all organizational employees annually. Applicants and employees with disabilities shall not be subjected to harassment, intimidation, threats, coercion, or discrimination for filing a complaint; assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503 of the Rehabilitation Act (“Section 503”) or any other Federal, state or local law requiring equal opportunity for individuals with disabilities; opposing any act or practice made unlawful by Section 503 or its implementing regulations or any other Federal, state or local law requiring equal opportunity for individuals with disabilities; or exercising any other right protected by Section 503 or its implementing regulations.

This Affirmative Action Program (“AAP”) was developed to further JRC’s policy regarding equal employment opportunity and affirmative action for qualified individuals with disabilities. This policy includes the practices, policies, and procedures that will be implemented to further JRC’s commitment to nondiscrimination and affirmative action for qualified individuals with disabilities. This AAP is available for inspection upon request by any employee or applicant for employment during regular business hours in JRC’s Human Resources Office at 250 Turnpike Street, Canton, Massachusetts.

JRC’s Assistant Executive Director, Robert Duquette, has been designated as JRC’s Affirmative Action Officer. The Affirmative Action Officer will oversee the development of JRC’s AAPs, EEO policies, and communication procedures and will maintain an internal audit and reporting system that will track and measure the effectiveness of JRC’s AAP and indicate where additional action is necessary to meet JRC’s objectives.

Glenda Crookes

President and CEO, The Judge Rotenberg Educational Center, Inc.