

Policy Statement on Equal Employment Opportunity for Protected Veterans

41 C.F.R. § 60-300.44(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 protected veterans. Consistent with our policies on discrimination and applicable laws, JRC does not discriminate against individuals because of protected veteran status and will take affirmative action to employ and advance in the employment of qualified protected veterans 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 the applicant or employee’s protected veteran status and all employment decisions are based only on valid job requirements. Also, as required by law, JRC will provide qualified applicants and employees who are disabled veterans 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 who are protected veterans 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 VEVRAA or any other Federal, state or local law requiring equal opportunity for protected veterans, opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for protected veterans; or exercising any other right protected by VEVRAA 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 protected veterans. This policy includes the practices, policies, and procedures that will be implemented to further JRC’s commitment nondiscrimination and affirmative action for qualified protected veterans. 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.