



## EQUAL OPPORTUNITY POLICY STATEMENT

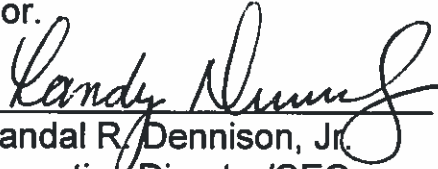
**Lincoln Hills Development Corporation (LHDC) is committed to equal opportunities for every person.** As Executive Director/CEO of LHDC, I affirm and am personally committed to LHDC's goal of assuring that employment, operational, and program-related actions and decisions be based on qualifications, guidelines, and program requirements rather than on non-merit factors. Non-merit factors include age, sex, race, color, religion, disability, national origin, veteran status, sexual orientation, genetics, ancestry, gender identity, pregnancy, past participation in the discrimination complaint process, or attributes or conduct that do not adversely affect employee performance such as marital status, parental status or political affiliation.

I expect every program director, manager, and supervisor to incorporate these equal opportunity principles in all employment, operational, and program-related actions and decisions and to protect the civil rights of employees, volunteers, beneficiaries, and others with whom they interact.

Individual employees and volunteers also have a responsibility to support LHDC's equal opportunity policy through their conduct and personal sensitivity to the rights of co-workers, volunteers, beneficiaries, and others with whom they interact.

When conflicts arise, I urge employees, program directors, managers, and supervisors to work together to resolve issues at the earliest possible stage and remind you that LHDC's Equal Opportunity Officer (EOO), Shannon Sprinkle, is available to help resolve concerns.

As Executive Director/CEO of LHDC, I will lead this Agency in adhering to the letter and the spirit of civil rights laws. I will vigorously pursue the goals of equal opportunity for all persons and ask that everyone associated with the Agency support this important endeavor.

  
Randal R. Dennison, Jr.  
Executive Director/CEO  
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