



## **Affirmative Action Policy**

It is the policy of VIPS (Vision Interventions & Parental Support) to provide equal opportunity employment to all people without regard to race, color, age, religious creed, gender, disability, marital status, ancestry or national origin. This commitment includes protection from sexual harassment. To promote the full realization of said policy through a positive, continuing program, to be known as the VIPS Affirmation Action Program. This policy shall be followed when recruiting, hiring, and promoting into all positions. This agency shall insure that other human resource actions; such as compensation, benefits, termination, and company sponsored programs, will be administered without regard to race, color, age, religious creed, gender, disability, marital status, ancestry or national origin.