

## NONDISCRIMINATION POLICY

### **Equal Employment Opportunity**

Achieva affirms its support of all federal and state equal employment opportunity laws including Title VII of the 1964 Civil Rights Act and all amendments to that Act. Achieva prohibits discrimination on the basis of race, color, religion, sex, disability, ancestry, age, national origin, genetic information, veteran status, or sexual orientation. Achieva further prohibits discrimination based on an individual's gender identity or expression.

Achieva maintains an open and equitable personnel system. Employment policies, procedures and practices are designed to prohibit discrimination on the basis of race, color, religion, sex, disability, ancestry, age, national origin, genetic information, veteran status, sexual orientation, or gender identity or express

Achieva provides employment opportunities for applicants with disabilities, and reasonable accommodation(s) are made to meet the physical or mental disabilities of qualified employees and applicant

Any employee who believes he/she has been discriminated against may file a complaint of discrimination with any of the following:

Achieva  
Attn: Human Resources Department  
711 Bingham Street  
Pittsburgh, PA 15203

Department of Human Services  
Bureau of Equal Opportunity  
Room 223, Health & Welfare Building  
625 Forster Street  
Harrisburg, PA 17120

U.S. Department of Health and Human Services  
Office for Civil Rights  
Suite 372, Public Ledger Building  
150 S. Independence Mall West  
Philadelphia, PA 19106

Pennsylvania Human Relations Commission  
301 Fifth Avenue  
Suite 390, Piatt Place  
Pittsburgh, PA 15222

Department of Human Services  
Bureau of Equal Opportunity  
Western Regional Office

301 Fifth Avenue  
Suite 410, Piatt Place  
Pittsburgh, PA 15222

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