



SENIOR COLLABORATIVE
INDIAN RIVER COUNTY

**Senior Collaborative of Indian River County, Inc.
Client statement of non-discrimination
Adopted by the Board of Directors July 25, 2019**

It is the policy of Senior Collaborative of Indian River County, Inc. (SCIRC) to strictly comply with all Federal, State, and local laws and regulations with regard to its' clients. SCIRC is subject to certain Federal employment laws, including: • Age Discrimination in Employment Act • Americans with Disabilities Act • Diversity and Equal Opportunity • Equal Pay Act • Fair Labor Standards Act • Family and Medical Leave Act • Immigration Reform and Control Act In addition, SCIRC is regulated under the laws of the State of Florida and local laws and ordinances. Where state or local requirements exceed those of Federal law, these take precedence.

Nondiscrimination of clients

SCIRC does not permit, condone or tolerate client discrimination in any form including but not limited to:

- Sex or gender
- Sexual orientation
- Gender Identity or gender expression
- Racial, ethnic or national origin
- Skin color
- Age
- Marital Status
- Religious affiliations or belief
- Physical or mental disability or functional limitation
- Military service or lack of military service

- Citizenship status
- Income

This non-discrimination policy also applies to all of SCIRC's activities and functions, including but not limited to:

- Recruitment and employment
- Advancement and Promotion
- Salary and wage consideration
- Bonuses
- Layoff and Termination
- Employee benefits
- Client applications
- Client services

Anti-Harassment

Workplace harassment and abuse are strictly prohibited on company premises. Harassment is against the law and company policy and SCIRC could be legally liable in certain cases. Disciplinary action will be taken in all cases where harassment within the intent of this policy is established. Harassment that has sexual grounds, connotations or origin is considered especially serious. All complaints of this kind will be investigated and appropriate action taken. The matter should be brought directly to the Executive Director. Any claim against the Executive Director should be brought directly to the Chairman of the Board of Directors.

Confidentiality

Each employee of this agency shall be responsible to keep SCIRC's records and information concerning clients in such a manner as to preserve the confidentiality of the client.