

Reaffirmation of EEO Policy and Affirmative Action

The employees of Northern Rivers Family of Services (NRFS) and its affiliates are our most important asset. We rely on our employees to carry out our mission, vision, values, and core principles.

Mission: We braid resources to meet communities' need for quality services.

Vision: Northern Rivers leads the way in providing coordinated, comprehensive, and responsible delivery of human services to communities in need of our support.

Values: Northern Rivers is guided by a set of universally accepted principles that guide the actions of every member of our family: respect, excellence, ethics, service, safety, and collaboration. We hold ourselves and each other to these high standards out of a sense of duty, propriety, and service to all who look to use our help.

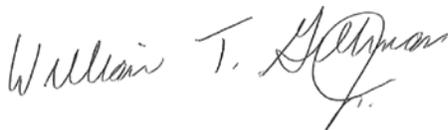
Core Principles: Every member of the Northern Rivers family is guided by a set of five core principles that guide the way we treat our clients and each other: cultural competence, family- and youth-driven, strengths-based, safety, and trauma-informed.

NRFS is committed to the principles of the Equal Employment Opportunity Policy and Affirmative Action because it is in alignment with the above mission, vision, values, and core principles and is legally required. It is the responsibility of all of our management to ensure all employment activities are conducted in an equal and equitable fashion, without regard to race, color, creed, religion, sex, age, national origin, disability, employment status, military status, marital or domestic violence victim status, sexual orientation, gender identity, genetic information, predisposition or carrier status, veteran status, or any other protected characteristic as established by federal and state law.

Such employment activities include, but are not limited to recruiting, hiring, placement, promotion, termination, layoff, transfer, leave of absence, compensation, benefits, training, and social and recreational programs.

Further, NRFS will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

NRFS is committed to ensuring that positions at all levels are filled with qualified applicants from diverse backgrounds. We are committed to providing current employees opportunities for growth and development. Periodic analysis will ensure that we are meeting our commitments.



William T. Gettman Jr.
Chief Executive Officer