

## Equal Opportunity Compliance Statement

Telespond Senior Services, Inc. hereby gives notice of its ongoing commitment to incorporate equal opportunity privileges in programmatic and personnel decisions, and to be fair and equitable in protecting the rights of employees, volunteers, and beneficiaries of its services.

As such, Telespond Senior Services, Inc. is informing its volunteers, program participants and beneficiaries, as well as the public of their right not to be subjected to discrimination because of their:

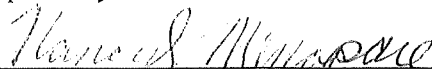
1. race;
2. color;
3. creed, belief or religion;
4. sexual orientation;
5. gender;
6. gender orientation;
7. national origin;
8. age;
9. mental or physical disability;
10. political affiliation; or
11. past participation in a discrimination complaint process.

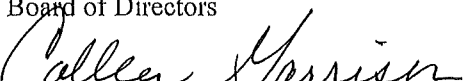
On the above grounds, no one shall (a) be excluded from participation in, (b) be denied the benefits of, or (c) be otherwise subjected to discrimination under its programs or activities.

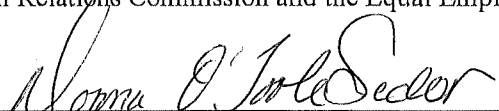
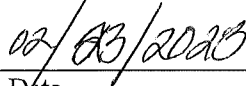
Telespond employees will not discriminate in the provision of services, admissions, placements, facility usage, referrals and communications with clients who are nonverbal or non-English speaking.

No qualified individual with disabilities shall, on the basis of disability, be subjected to discrimination in employment or volunteer services under its programs or activities, and no person may be denied employment on the basis of sex in connection with its programs or activities.

Anyone who feels they have been subjected to discrimination because of any of the above named grounds has the right to file a discrimination complaint. Those wishing to file a grievance should put it in writing to the EEO Officer. The EEO Officer will assist the individual in filing the grievance with the Executive Director and Board of Directors, and will attempt to resolve the situation to everyone's satisfaction. The individuals will receive in writing the decision, or progress being made with appropriate follow-up until a decision is rendered. If a satisfactory resolution is not reached, the grievance can be referred to the appropriate local, state or federal agency, including the PA Human Relations Commission and the Equal Employment Opportunity Commission.

  
\_\_\_\_\_  
Nancy Menapace, Chairperson  
Board of Directors

  
\_\_\_\_\_  
Colleen Garrison  
Equal Employment Opportunity Officer

  
\_\_\_\_\_  
Donna O'Toole Sedor  
President/CEO  
  
\_\_\_\_\_  
Date