


HB-103	Employees Handbook			
	<p style="text-align: center;"><b>Cumberland Road Fire Department Inc.</b></p>		Approved By	
			Steven Parrish, Fire Chief	
<p style="text-align: center;">Equal Employment Opportunity</p>		Effective Date      Revised Date		
		7-21-1999              1-5-2015		

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Cumberland Road Fire Department will be based on merit, qualifications, and abilities. Cumberland Road Fire Department does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

Cumberland Road Fire Department will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

In addition to a commitment to provide equal employment opportunities to all qualified individuals, Cumberland Road Fire Department has established an affirmative action program to promote opportunities for individuals in certain protected classes throughout the Organization.

Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the Administrative Office. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.