



Equal Opportunity Employment and Anti-Discrimination

MHSA is committed to a policy of equal opportunity employment, and to a workplace and practices that are free of discrimination. MHSA provides for fair treatment of employees and employment applicants, and complies with all applicable Federal, state, and local laws. The following do not - nor does the perception of any of the following - affect recruitment, interviewing, hiring, performance evaluation, promotion, development and training opportunities, pay, or benefits:

- Religion/creed
- Age (40+)
- Gender, gender identity or expression
- National origin/ancestry
- Sexual orientation
- Race
- Color
- Family / marital status
- Pregnancy, including childbirth and related medical conditions
- Disabling condition – physical or mental
- Genetic information / history
- Citizenship status
- Military service
- The following criminal record information:
 - Arrests or prosecution that did not lead to a conviction
 - A first conviction for drunkenness, simple assault, speeding, minor traffic violations, affray, or disturbance of the peace
 - Misdemeanors where the date of conviction or the end of any period of incarceration was more than three years ago, provided that there have been no subsequent convictions within those three years
 - Any record of a court appearance which has been sealed under state law
 - Anything pertaining to juvenile record, including delinquency and child in need of services complaints, unless the juvenile was tried as an adult in Superior Court
- MHSA will not discriminate or retaliate against anyone who reports or is the victim of discrimination, harassment, or other unlawful or unethical employment activity.

Additionally, all employment policies and practices are designed and reviewed to increase the numbers and job levels of traditionally disenfranchised groups in those areas in which numbers may be low in relation to the available supply of qualified individuals. Although we do not promise to employ or promote all people in such groups, we do pledge to treat fairly and equitably all qualified job applicants and employees. For qualified people with disabilities, MHSA makes workplace accommodations that comply with applicable laws, and which it determines are reasonable and needed for effective job performance.

In respecting and valuing the diversity among our employees, and all those with whom we work, MHSA commits to ensure a working environment that is free of all forms of discrimination.