



**EEO Policy Statement
Protected Veterans**

Caldwell does not discriminate against applicants or employees because of race, color, religion, gender, national origin, disability, or protected veteran status. Caldwell treats all employees without discrimination in all employment decisions during their employment. Caldwell recruits, hires, trains and promotes persons in all job titles, and ensures that all other personnel actions are administered, without regard to protected veteran status, and ensures that all employment decisions are based only on valid job requirements.

Caldwell provides applicants and employees who are persons with disabilities and who are disabled veterans with this notice in a form that is accessible and understandable to them, such as providing large print versions of the notice, or posting the notice for visual accessibility to persons in wheelchairs.

This policy also provides that employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:

- 1) Filing a complaint;
- 2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA or any other federal, state or local law requiring equal opportunity for protected veterans;
- 3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part of any other Federal, state or local law requiring equal opportunity for protected veterans; or
- 4) Exercising any other right protected by VEVRAA or its implementing regulations.

The Human Resources Manager has been provided with the resources and authority to carry out this policy. This policy requires management and supervisory employees, as well as all other employees to cooperate fully with the Human Resources Manager in carrying out this policy in all employment related activities.

A handwritten signature in black ink, appearing to read "B. S. Fineman", is written over a horizontal line.

Bernard S. Fineman
President