



## **Equal Opportunity Statement**

*The Arc of San Diego is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, color, national origin, ancestry, sex, gender, gender identity, pregnancy, childbirth or related medical condition, religious creed, physical disability, mental disability, age, medical condition (cancer), marital status, veteran status, sexual orientation, genetic information, or any other characteristic protected by federal, state or local law. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.*

*The Arc of San Diego will endeavor to make a reasonable accommodation to the known physical or mental limitations of qualified candidates with disabilities unless the accommodation would impose an undue hardship on the operation of our business. If candidates need assistance to perform their job duties because of a physical or mental condition, they should contact the Head of Human Resources.*

*The Arc of San Diego is a federal subcontractor and shall abide by the requirements of 41 CFR 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.*

*Any applicants with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of the Head of Human Resources via [email](#) or by phone at (619) 685-1175, ext. 302.*