



VIP INDUSTRIES

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Equal Employment Opportunity Policy

It is the policy of the Cape Girardeau Community Sheltered Workshop, Inc. d/b/a VIP Industries to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law. This policy extends, but is not limited, to recruitment and employment, promotion, demotion, transfer, layoff, termination, rate of pay and other forms of compensation, education, and training.

The Human Resources department is in charge of the Equal employment Opportunity program and is responsible for planning and implementing our affirmative action program as well as for its day-today monitoring of affirmative action relation decisions and activities. All personnel who are responsible for hiring and promotion employees and for the development and implementation of programs or activities are charged to support this program. They shall provide leadership in implementing affirmative action goals and initiatives.

Susan M. Wallis

Susan M Wallis
Susan M. Wallis
CEO

07-01-2023
Date