



Discrimination Policy Statement

United Military Care, Inc. assures applicants, employees, volunteers and visitors an equal opportunity in employment and accessibility to facilities or services without regard to that person's age, race, color, sex, religious creed, national origin, political opinion or affiliation, marital status or disability. The sole exception would be when job requirements constitute a bona fide occupational qualification necessary to perform essential tasks. Equal employment opportunity will be attained using both objective and subjective merit principles and shall apply to all employment practices.

United Military Care acknowledges the federal guidelines' definition of Sexual Harassment as a request for sexual favors, unwelcome sexual advances, or other verbal or physical conduct of a sexual nature or in relation to employment, when submission to such conduct is made either explicitly or implicitly a term or condition of employment; submission to or rejection of such conduct is used as the basis for an employment decision affecting the employee; or the conduct unreasonably interferes with the employee's work performance or creates an intimidating, hostile or offensive work environment.

United Military Care further acknowledges the Americans with Disabilities Act, which states, in part, "no otherwise qualified disabled individual shall, solely by reason of such disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination" in programs or activities sponsored by a public entity or employment.