



Date: November 18, 2020

To: All Applicants and Associates of Goodwill Services Incorporated

From: William Carlson, President

Re: Reaffirmation of Equal Employment Opportunity Policy

Equal Employment Opportunity is a fundamental principle at Goodwill Services Incorporated (GSI). As a reminder, on June 24, 1981, our governing Board of Directors adopted a non-discrimination policy. We do not condone or allow discrimination based on race, color, religion, age, sex (gender), pregnancy, childbirth and related medical conditions, including lactation, marital status, disability, national origin, military status, veteran status, relationship or association with protected veterans, genetic information, gender identity, sexual orientation or any other protected characteristic established by federal, state, or local statute.

GSI does not condone or tolerate discrimination in its employment practices, including recruiting, hiring, training, and promoting. Neither will discrimination be tolerated in any other employment related program such as compensation and benefit decisions, training opportunities, or selection criteria for reductions in force.

GSI encourages and will make reasonable accommodations to qualified individuals with known disabilities unless doing so would result in an undue hardship to the organization. If an individual would like to request an accommodation, he/she should contact the Human Resources Department, Goodwill Services Inc. 6301 Midlothian Turnpike, Richmond, VA 23225.

It is the policy of GSI to promote a productive work environment and not to tolerate verbal or physical conduct by any associate that harasses, disrupts, or interferes with another's work performance or that creates an intimidating, offensive, or hostile environment. No form of discrimination or harassment will be tolerated, including harassment based on gender (sexual harassment), gender identity, sexual orientation, race, color, religion, age, disability, marital status, national origin, veteran/military status, genetic information or any other protected characteristic established by federal, state, or local statute. Associates and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation under the Rehabilitation Act of 1973, as amended, or the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

Associates and program participants have the right and responsibility to report any cases of suspected discrimination or harassment. Reports of discrimination may be reported to supervisory staff or the Human Resources Department, Goodwill Services Inc, 6301 Midlothian Turnpike, Richmond, VA 23225. All reports of discrimination or harassment will be investigated and documented. All reports of discrimination or harassment are confidential. GSI does not tolerate or condone any retaliatory action taken against an individual for filing a report of discrimination/harassment.

The agency has a written affirmative action plan for Goodwill Services for achieving equal employment opportunity in filling positions and promoting associates which includes reaffirmation of the employer's equal opportunity policy; the individual designated for implementing the policy; the procedures for disseminating the policy; a utilization analysis; an analysis of all major job groups; plans specifically for minorities, women, persons with disabilities, and Vietnam Era Veterans and special disabled veterans; and the steps of action taken to achieve the goals and objectives included in the plan. The Affirmative Action plan, as written, is maintained in the office of the Human Resources Department.

As President of Goodwill Services, Inc., I fully commit to ensuring that this organization complies with our Equal Employment Opportunity and Non-Discrimination policies.

William Carlson

A handwritten signature in black ink, appearing to read "W. Carlson", is written over the typed name.