



Wesley Woods Senior Living, Inc.

SUBJECT: Equal Employment Opportunity & Affirmative Action

THIS POLICY

Policy Number: 201

Effective Date: 11/01/02

Page 1 of 1

REPLACES POLICY

Policy Number 201

Effective Date: 08/02/92

Policy:

Wesley Woods Senior Living, Inc., is committed to and will provide equal employment opportunity to all persons regardless of race, color, religion, sex, national origin, age, sexual preference or disability or veteran status. This policy of equal opportunity is applicable to all aspects of employment, including but not limited to, hiring, promotion, transfer, compensation, benefits, training, lay off, recall, corrective actions and separations.

Guidelines:

Applicable Regulations: Wesley Woods Senior Living, Inc. complies with all Federal and State laws concerning equal employment opportunity. ***(See also Policy 803, EEO and Discriminatory Harassment.)***

Wesley Woods Senior Living is an Affirmative Action employer and promotes equal opportunity through a positive and continuing affirmative action plan. All employees are expected to assist in making this policy valid.

Employee Responsibility:

All levels of management/supervision are responsible for the application and the communication of the policy, its objectives and practices to their employees. All employees, managerial, supervisory and non-supervisory, are responsible through their own actions, for maintaining the work environment free of discrimination as provided by this policy.

Business Significance:

This policy on Equal Employment Opportunity is to be considered fundamental to the operation of Wesley Woods Senior Living, Inc., and will be a continuing part of its objectives.

Bona Fide Occupational Qualification:

Wesley Woods Senior Living, Inc. reserves the right to hire and or effect other employment practices when and if an exception may arise where religion, sex, or age is a "bona fide occupational qualification" (BFOQ).

Approved By: Kenneth Weber, President/CEO, Wesley Woods Inc.
Margaret Bloomquist, Associate Administrator Wesley Woods Human Resources
Date Reviewed: 11/01/02 Last Reviewed: 09/01/2007 Adair Maler, Director Human Resources