

Affirmative Action

APC has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to make sure that:

- a. Persons are recruited, hired, assigned and promoted without regard to race, religion, color, national origin, citizenship, sex, sexual orientation, gender identity, veteran status, uniform servicemember status, age, disability or any other legally recognized protected personal characteristics.
- b. Similarly, all other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, religion, color, veteran status, uniform servicemember status, national origin, citizenship, sex, sexual orientation, gender identity, age, disability or any other legally recognized protected personal characteristics.

We have appointed the Director of Human Resources to take on the responsibility of company EEO coordinator. The EEO coordinator is responsible for the day-to-day implementation and monitoring of our Affirmative Action Plan. As part of that responsibility, the EEO coordinator will periodically analyze the company's personnel actions and their effects to ensure compliance with our equal employment policy. If you have any questions about this policy or would like to review or be considered under our Affirmative Action Plan, please see the Executive Director, who endorses this policy and is personally committed to equal employment opportunity for all.