

## **THE BOYCE THOMPSON INSTITUTE**

### **STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION**

The Boyce Thompson Institute(BTI) is committed to Equal Employment Opportunity and Affirmative Action. It has been, and will continue to be the policy of BTI to provide equal employment opportunity regardless of race, color, religion, age, sex, national origin, sexual orientation, marital status, disability, citizenship, or Vietnam era veteran status. In compliance with federally mandated programs, it is the policy of BTI to maintain an affirmative action program towards applicants and employees in protected classes, including women, minorities, people with disabilities and Vietnam era veterans. These policies apply to all Institute activities including, but not limited to, recruitment, hiring, compensation, training, promotion, and discharge.

Employment decisions are based on objective and job-related employment standards and promotion decisions are based on merit, qualifications and competence and are made in accordance with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities. This policy governs all aspects of application, employment, promotion, assignment, discharge, and other terms and conditions of employment.

While, as President of the BTI I retain the overall responsibility for BTI's Equal Employment Opportunity Affirmative Action Programs, the Director of Human Resources is responsible for administration and implementation of these important programs for women, minorities, handicapped persons, disabled veterans and veterans of the Vietnam Era. The Director of Human Resources is also responsible for ensuring that reporting and monitoring procedures are in place to assess and improve the effectiveness of equal opportunity and affirmative action programs.

I ask that each project leader and supervisor join me in full support of the principles of equal opportunity and affirmative action. I invite any applicant or employee to address your concerns and questions to Ms. Lucy Pola, Director of Human Resources.

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President and CEO

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Date