

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

This is to affirm it is the policy of the Board of Directors of the Range Mental Health Center, Inc. in St. Louis County, Minnesota (RMHC) to provide Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof, specifically Minnesota Statutes 363.

RMHC will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, sex, disability, age, marital status, sexual orientation, familial status, genetic information or status with regard to public assistance.

RMHC will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

RMHC will use its best efforts to afford minority and female business enterprises with the maximum practicable opportunity to participate in the performance of subcontracts for construction projects in which RMHC engages.

RMHC will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action rules and regulation into contracts. RMHC fully supports incorporation of non-discrimination and Affirmative Action rules and regulation into contracts.

RMHC will evaluate the performance of its management and supervisory personnel based on their involvement in achieving these Affirmative Action objectives as well as other established criteria. Any employee of RMHC, or any subcontractor to RMHC, who does not comply with the Equal Employment Opportunity Policies and Procedures as set forth in this Statement and Plan will be subject to disciplinary action.

The RMHC Board of Directors has appointed its Chief Executive Officer (CEO) to manage the Equal Employment Opportunity Program. CEO responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by Federal, State and Local agencies. The President of RMHC's Board of Directors will receive and review reports of the progress of the program. If any employee or applicant for employment believes he/she has been discriminated against, please contact the CEO of the Range Mental Health Center, Inc., P.O. Box 1188, Virginia, MN 55792, or call (218) 749-2881.



**24 HOUR CRISIS LINE: 218-749-2881 or 800-450-2273**

**An Equal Opportunity Employer**

**[www.rangementalhealth.org](http://www.rangementalhealth.org)**

**MAIN OFFICE**  
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