



Equal Employment Policy

The North Country Trail Association in recognition of its responsibility to its staff and the community it serves, reaffirms its commitment to fair and equal employment opportunity for all persons.

In carrying out this responsibility the Association will:

- Recruit, hire, trail and promote for all positions without regard to race, color, religion, sex, age, national origin, height, weight, marital status, familial status, sexual orientation or handicap which does not affect the individual's ability to perform the essential function of the job.
- Make employment and promotion decisions based solely on an individual's qualifications for the position available, thereby furthering the principle of equal employment opportunity.
- Ensure that all other personnel actions and programs, including, but not limited to, compensation, benefits, promotion, demotion, transfers, layoffs, termination, training, education, social and recreational programs will be administered without regard to race, color, religion, sex, age, national origin, height, weight, marital status, familial status, sexual orientation or handicap.

It is the responsibility of each member of the management staff to ensure the effective implementation of this policy of equal employment opportunity.