

POLICY STATEMENT

It is the policy and practice of St. John's to provide employment for applicants and qualified personnel regardless of race, color, religion, age, national origin, sex, marital status, disability, sexual orientation, gender identity, military veterans' status, criminal conviction status, domestic violence victim status, predisposing genetics conditions status, participation in lawful activities outside the work place or other protected category. This policy includes the recruitment, hiring, training and promotion of persons in all job classifications.

St. John's hires qualified individuals regardless of disability and will reasonably accommodate an individual's disability during the application process and on the job. Applicants and/or employees who have a disability are encouraged to request a reasonable accommodation when necessary.

New York State is an at-will employer. Therefore, both employer and employee can terminate the employee's employment for any reason or no reason at any time.

Electronic dissemination of the Employee Manual is offered in an effort to be environmentally conscious, as well as availability of a hard copy in Human Resources. The Employee Manual is posted electronically on Automatic Data Processing (ADP) (St. John's payroll and employee services system).

NON-DISCRIMINATION STATEMENT

It is the policy of St. John's to admit prospective residents without regard to race, color, creed, religion, national origin, sex, marital status, sexual preference, disability, sponsor or age.

No person is excluded from service provided to residents because of race, color, creed, religion, national origin, sex, marital status, sexual preference, disability, sponsor or age.

There is no segregation of persons receiving services on the basis of race, color, creed, religion, national origin, sex, marital status, sexual preference, disability, sponsor or age.



Robert Earl
President/CEO