COMMUNITY | HEALTH | CARE

A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY

POLICY STATEMENT

Wheeler 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 assure that:

a. Persons are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations

b. 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, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.

c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I have appointed Shaunna Monts to take on the responsibilities of EEO Coordinator. The EEO Coordinator will be responsible for the day to day implementation and monitoring of the Company’s 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 and administer the audit and reporting system.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the Affirmative Action Plan, please contact Shaunna Monts during regular business hours. This is also a reminder that employees may update their disability status at any time by contacting Shaunna Monts.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company’s personnel to attain our objective of equal employment opportunity for all.

Sincerely,

Sabrina Trocchi, PhD, MPA
President and CEO
AFFIRMATIVE ACTION POLICY STATEMENT 2021

The Wheeler Clinic, a multi-service mental health clinic, located in Plainville, Connecticut, primarily serves the Central Connecticut and Greater Hartford areas. This Clinic is dedicated to the provision of mental health and related services to individuals from infancy through the senior years.

As the President and Chief Executive Officer of Wheeler Clinic, I assure that employment in each department of the Clinic shall be determined on a fair and impartial basis without regard to race, color, religion, age, marital status, familial status, national origin, ancestry, sex, intellectual disability, mental disability, learning disability, lawful source of income, sexual orientation, gender identity or expression, genetic information or physical disability, including but not limited to, blindness or deafness.

The agency has always been an equal opportunity employer. Affirmative measures are taken to seek qualified applicants from groups currently under-represented in the various programs and activities of the Clinic.

The employment policies and practices of the Clinic insure that all employees are treated equally and that no distinctions are made in providing opportunities for training and self-improvement. Continuing efforts will be maintained as new policies are developed in order to promote the full realization of equal opportunity through affirmative action.

I further assure that services to meet client needs are provided to any individual without regard to race, color, religion, age, marital status, familial status, national origin, ancestry, sex, intellectual disability, mental disability, learning disability, lawful source of income, sexual orientation, gender identity or expression, genetic information or physical disability, including but not limited to, blindness or deafness.

Sabrina Trocchi, PhD, MPA
President and Chief Executive Officer

January 14, 2021