



Wheeler

Innovative Care. Positive Change.

91 Northwest Drive • Plainville, Connecticut 06062

1.888.793-3500

www.wheelerclinic.org

AFFIRMATIVE ACTION POLICY STATEMENT 2019

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.

Susan Walkama, LCSW

President and Chief Executive Officer

January 8, 2019

A NOTICE TO ALL EMPLOYEES AND APPLICANTS

**AFFIRMATIVE ACTION AND
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

WHEELER CLINIC, INC. 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, religion, color, national origin, citizenship, sex, veteran's status, age, disability, sexual orientation, or gender identity.
- 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, religion, color, veteran's status, national origin, citizenship, sex, age, disability, sexual orientation, or gender identity.
- 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.

Patricia Speicher Werbner has been appointed to take on the responsibilities of EEO Coordinator. The EEO Coordinator is responsible for the day to day implementation and monitoring of this 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.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to be considered under our Affirmative Action Plan, please contact the EEO Coordinator during regular business hours.

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.



**Sabrina Trocchi, PhD, MPA
President / CEO**