

# **IBTS: Our Commitment to Equal Employment Opportunity and Affirmative Action Policies**



## **Commitment to Equal Employment Opportunity**

IBTS maintains a commitment to equal employment opportunity and non-discrimination for all employees and applicants.

IBTS engages several measures to ensure all personnel activities, including but not limited to, recruitment, selection, training, compensation, benefits, promotion, transfer, layoff and termination processes remain free of any discrimination based upon race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.

In accordance with Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veterans Readjustment Assistance Act of 1974 and the Veterans Employment Opportunity Act of 1998, IBTS is committed to providing equal employment opportunities to individuals with a disability, disabled veterans, recently separated veterans, active duty wartime or campaign badge veteran, and Armed Forces service medal veterans.

## **Commitment to Affirmative Action**

IBTS complies with applicable laws, regulations, and executive orders in developing annual written Affirmative Action Plans and is committed to employ and advance in employment qualified minorities, women, individuals with disabilities, and protected veterans, which includes recently separated veterans, disabled veterans, Armed Forces service medal veterans, and active duty wartime or campaign badge veterans.