



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Indiana County YMCA Equal Employment Opportunity Nondiscrimination Policy

The Indiana County YMCA has an open and equitable personnel system in place. Personnel policies, procedures and practices are designed to prohibit discrimination on the basis of race, color, religious creed, disability, ancestry, national origin, age or sex.

Employment opportunities shall be provided for applicants with disabilities and reasonable accommodation(s) shall be made to meet the physical or mental limitations of qualified applicants or employees.

Any employee who believes he/she has been discriminated against may file a complaint of discrimination with any of the following:

- Indiana County YMCA
60 N. Ben Franklin Road
Indiana, PA 15701
- Bureau of Equal Opportunity
Department of Public Welfare
Room 521 Health and Welfare Building
P.O. Box 2675
Harrisburg, PA 17105
- Office of Civil Rights
Department of Health and Human Services
Office of Civil Rights Region III
Suite 372, Public Ledger Building
150 South Independence Mall West
Philadelphia, PA 19106
- Pennsylvania Human Relations Commission
Eleventh Floor
Pittsburgh State Office Building
300 Liberty Avenue
Pittsburgh, PA 15222
- Bureau of Equal Opportunity
Department of Public Welfare
Western Field Office
Room 702 Pittsburgh State Office Building
300 Liberty Avenue
Pittsburgh, PA 15222

Board approved 11/30/2011

YMCA OF INDIANA COUNTY
60 NORTH BEN FRANKLIN ROAD INDIANA PA 15701
P 724-463-9622 F 724-465-2656
WWW.ICYMCA.ORG



Our Mission: to put Christian principles into practice through programs that build a healthy spirit, mind and body for all.