

Equal Employment Opportunity and Affirmative Action

Border States is an Equal Employment Opportunity and Affirmative Action Employer. “Equal Employment Opportunity” means Border States will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, sex, disability, age, sexual orientation, gender identity, familial status, marital status, status with regard to public assistance, membership or activity in a local commission or status as a protected veteran or any other protected class.

Border States will also take affirmative action as called for by applicable laws and Executive Orders to ensure minority group individuals, females, protected veterans, Armed Forces service medal veterans and individuals with disability are introduced into our workforce and considered for promotional opportunities. “Affirmative Action” means Border States will take affirmative action to ensure all employment practices are free of such discrimination in employment practices. Such employment practices include, but are not limited to, hiring, transfers, promotions, recruitment, selection, disciplinary action, termination, rates of pay or other forms of compensation or training.