



National Safety Council

POLICY STATEMENT OF THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

“In the United States today, it is estimated that one out of ten persons has limited mobility due to a temporary or permanent physical handicap. Improved medical techniques and an expanding population of older persons are increasing this number every year. Yet the physical environment of our nation's communities continues to be designed to accommodate the able-bodied, thereby increasing the isolation and dependence of disabled persons. To break this pattern requires an act of national commitment.

“Therefore, it shall be national policy to recognize the inherent right of all citizens to the full development of their economic, social, and personal potential, regardless of their physical disability, through the free use of the man-made environment.

“The adoption and implementation of this policy requires the mobilization of the resources of the private and public sectors to integrate handicapped people into their communities.”

This position statement reflects the opinions of the National Safety Council but not necessarily those of each member organization.

Approved by the National Safety Council Board of Directors, 10/1/74



National Safety Council

STATEMENT OF POLICY EQUAL EMPLOYMENT OPPORTUNITY

The council observes a long-standing policy of Equal Employment Opportunity for all people without regard to race, color, religion, sex, national origin, or age, in accordance with Executive Order 11246. Further, the Council complies with the affirmative action obligation imposed by section 503 of the Rehabilitation Act of 1973 to employ and advance in employment qualified handicapped individuals, and of Section 402 of the Vietnam Era Readjustment Assistance Act of 1974, to employ and advance in employment qualified disabled veterans and Vietnam era veterans.

To this end, the Council and its management do:

1. Make this policy known in contacts with the business communities, and reflect this policy in employment advertisements and all other solicitations.
2. Recruit, hire, train, and promote persons in all job categories based solely upon job-related qualifications. The Council has no positions where sex is a bona fide occupational qualification.
3. Base decisions on employment so as to further the principle of equal employment opportunity.
4. Insure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities.
5. Insure that all personal actions, including those relating to compensations, employee benefits, transfers, Council-sponsored training and tuition assistance, are administered in a manner completely consistent with objectives of this program.
6. Maintain facilities without racial segregation.

Employees are advised of these policies through notices and other Council communications circulated to them in recruitment activities, in indoctrination and training activities and in all phases of Council life.

The Council invites employees who consider themselves to be covered by Section 503 of the Rehabilitation Act, or Section 402 of the Vietnam Era Readjustment Assistance Act, to inform us if they wish to have this information made part of their personal record for use in our programs. Such information will be treated confidentially, except for release to those persons with a “need to know.”

Regular reviews are made by the Council’s Human Resource Department to assure that the above direction is known, understood, and practiced.

Vincent L. Tofany
President