AFFIRMATIVE ACTION POLICY STATEMENT (2026)

Delaware Nation Economic Development Authority, DBA Delaware Nation Industries & Investments is committed to providing equal employment opportunity for all employees and applicants and to maintaining a workplace free from discrimination, harassment, and retaliation. Our policies and practices are designed to ensure that all employment decisions are based on job-related criteria and applied consistently across the organization.

In accordance with **Executive Order 14173, Section 503 of the Rehabilitation Act of 1973, and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)**, Delaware Nation Economic Development Authority, DBA Delaware Nation Industries maintains active, ongoing affirmative action programs for:

- **Individuals with disabilities, and**
- **Protected veterans**

We do not discriminate against any individual based on disability or veteran status, and we take affirmative steps to recruit, hire, develop and advance qualified individuals in these groups.

Our Commitments include:

- Ensuring equal opportunity in all employment practices, including recruitment, hiring, promotion, compensation, benefits, training and termination.
- Providing reasonable accommodations to qualified individuals with disabilities
- Engaging in outreach and recruitment efforts designed to attract individuals with disabilities and protected veterans
- Periodically assessing the effectiveness of our affirmative action efforts and making improvements where needed
- Maintaining required records and making our Section 503 and VEVRAA Affirmative Action Programs available for review, as required by law
- Ensuring that managers and supervisors understand their responsibilities in supporting equal opportunity and affirmative action

The responsibility for implementing and monitoring our affirmative action efforts has been assigned to **Whittney Hood**, EEO Coordinator, who has the authority and support necessary to ensure compliance. All employees are expected to support this policy and contribute to a workplace culture that values fairness, respect, and equal opportunity.

Delaware Nation Economic Development Authority, DBA Delaware Nation Industries is proud to be an employer that actively supports equal employment opportunity and affirmative action for individuals with disabilities and protected veterans.

Signed,



Jay Graham
President
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June 1, 2025