



Foxdale Village

A Life Plan Community Guided by Quaker Values

500 E. Marylyn Ave. · State College, PA 16801 · 814-238-3322 · 800-253-4951 · Fax 814-238-2920 ·

www.foxdalevillage.org

Subject: Nondiscrimination Policy Statement
Equal Employment Opportunity

To: Foxdale Village Employees

From: Tama Carey, CEO

An open and equitable personnel system will be established and maintained. Personnel policies, procedures and practices will be designed to prohibit discrimination on the basis of race (to include hair type, hair texture, or hair style), color, religious creed (to include all aspects of religious observances and practice, as well as belief), veteran status, possession of a General Education Development Certificate as compared to a high school diploma, disability, ancestry, national origin, age (40 and over) or sex (to include pregnancy status, childbirth status, breastfeeding status, sex assigned at birth, gender identity or expression, affectional or sexual orientation, and differences in sex), genetic information or any other bias prohibited by federal or state laws or local ordinance. This policy applies to all employment practices including recruitment, selection, placement, promotion, termination, transfer, layoff, compensation, training, benefits, and all other terms and conditions of employment.

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

Any employee who believes they have been discriminated against may file a complaint of discrimination with any of the following:

Foxdale Village MJ Schreffler, Director of Human Resources 500 E. Marylyn Ave. State College, PA 16801 Phone: (814) 272-2118 Fax: (814) 272-7822 Email: MSchreffler@foxdalevillage.org	Office for Civil Rights U.S. Department of Health and Human Services Centralized Case Management Operations 200 Independence Avenue, S.W. Room 509 HHH Bldg Washington, D.C. 20201 Customer Response Center: (800) 368-1019 TDD: (800) 537-7697 https://www.hhs.gov/ocr/complaints Email: ocrcomplaint@hhs.gov (Within 180 days from the date of incident)
Commonwealth of Pennsylvania Department of Human Services Bureau of Equal Opportunity Room 225, Health & Welfare Building P.O. Box 2675 Harrisburg, PA 17120 Inquiries: (717) 787-1127 Email: RA-PWBEOAO@pa.gov (Within 90 days from the date of incident)	U.S. Equal Employment Opportunity Commission 801 Market Street, Suite 1000 Philadelphia, PA 19107 Inquiries: (800) 669-4000 TTY users only: (800) 669-6820 https://www.eeoc.gov/filing-charge-discrimination Email: PDOContact@eeoc.gov (Within 300 days from the date of incident)
Pennsylvania Human Relations Commission 333 Market Street, 8th Floor Harrisburg, PA 17101 https://www.phrc.pa.gov/Complaints/Pages/How-to-File-a-Complaint.aspx Inquiries: (717) 787-4410 TTY users only: (717) 787-7279 (Within 180 days from the date of incident)	

Signed: Tama M. Carey

Title: CEO

Printed: Tama M. Carey

Date: July 1, 2025