

TO: Footsteps Staff  
FROM: Tammy K. Haslett, Ph.D.  
DATE: March 29, 2022  
SUBJECT: Nondiscrimination Policy Statement  
Equal Employment Opportunity

An open and equitable personnel systems will be established and maintained. Personnel policies, procedures, and practices will be 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 they have been discriminated against, may file a complaint of discrimination with any of the following:

Footsteps Psychological Services PC  
334 Bloomfield Street Suite 204  
Johnstown PA 15904

Commonwealth of Pennsylvania  
Department of Human Services  
Bureau of Equal Opportunity  
Room 225 Health and Welfare Building  
PO Box 2675  
Harrisburg PA 17105

US Department of Health and Human Services  
Office for Civil Rights  
Suite 372, Public Ledger Building  
150 South Independence Mall West  
Philadelphia PA 19106-9111

Equal Employment Opportunity Commission  
Philadelphia District Office  
801 Market Street Suite 100  
Philadelphia PA 19107-3126  
Harrisburg, PA 17105

PA Human Relations Commission  
Harrisburg Regional Office  
Riverfront Office Center  
1101 S. Front St. 5<sup>th</sup> Floor  
Harrisburg, PA 17104