



Goodwill of Colorado EEO Policy Statement

TO: All Employees and Job Applicants

FROM: Karla Grazier, President/CEO

DATE: August 2026

This policy applies to Goodwill of Colorado, Goodwill Industrial Services Corporation, Goodwill of Colorado Foundation (collectively, Goodwill). It is the ongoing policy and practice of Goodwill to provide equal opportunities in employment to all employees and job applicants. No person shall be discriminated against in any condition of employment because of age (40 and over), color, disability, sex/sexual orientation (including gender identity, gender expression, transgender status, sexual orientation, pregnancy, childbirth, or related conditions), genetic information (including family medical history), military or veteran status, political affiliation, national origin/ancestry, citizenship, race (including traits historically associated with race, such as hair texture and length, protective hairstyles), religion, marital status, familial status, or any other applicable status protected by State or local law.

The policy of Equal Employment Opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, layoffs, social and recreational programs, and retirement. Goodwill is committed to making employment decisions based on valid requirements, without regard to age (40 and over), color, disability, sex/sexual orientation (including gender identity, gender expression, transgender status, sexual orientation, pregnancy, childbirth, or related conditions), genetic information (including family medical history), military or veteran status, political affiliation, national origin/ancestry, citizenship, race (including traits historically associated with race, such as hair texture and length, protective hairstyles), religion, marital status, familial status, or any other applicable status protected by State or local law. Goodwill will analyze its personnel actions rigorously to ensure compliance with this policy.

Goodwill believes in equal pay for equal work and will not discriminate against employees or applicants due to their gender identification. Goodwill regularly reviews job descriptions and compensation to maintain as a competitive employer. If you feel you have been discriminated against you may file a complaint by following the COMPLAINT PROCEDURE listed below.

Goodwill's EEO/AA coordinator is the Human Resources (HR) Director and can be reached via email at HRHelpdesk@GoodwillColorado.org or by phone at **1-800-710-4098**. The HR Director is responsible for compliance with State and Federal EEO laws and Affirmative Action regulations. The HR Director is also responsible for implementing Goodwill's affirmative

action plan, including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the HR Director. Our plan for veterans and the disabled is available to you in their office by appointment. All employees and applicants for employment are protected, by both Goodwill policy and Equal Employment Opportunity/Affirmative Action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of Equal Employment Opportunity. I, Karla Grazier, ask for your continued assistance and support in maintaining an environment that reflects Goodwill commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

Karla Grazier

Karla Grazier
President/CEO

Jill Alderton

Jill Alderton (Sep 23, 2026 15:57:40 MDT)

Jill Alderton
Vice President, Human Resources and
Organizational Development