

Affirmative Action

Community Shores maintains Affirmative Action Plans for women and minorities, protected veterans, and individuals with disabilities. With the full and complete support of the President & CEO and all members of senior management, we are committed not only as a matter of law but also as a matter of principle and to our Equal Employment Opportunity Policy and our affirmative action efforts, and to assuring that all of our employment decisions are in compliance with applicable law and our policies. This includes making reasonable accommodations for qualified protected veterans and individuals with known disabilities as required by law, and to preventing and correcting harassment of any individual based on their race, color, religion, national origin, sex (including pregnancy), age, height, weight, marital status, physical or mental disability, protected veteran status, or any other characteristic protected by law. Furthermore, the Company prohibits harassment, discrimination or retaliation against employees or applicants because they have filed a complaint, or because they have assisted or participated in an investigation related to, reasonably opposed an act or practice made unlawful by, or exercised a right protected by applicable Federal, state or local equal employment opportunity laws.

We regularly review all of our employment policies and systems to assure that they are nondiscriminatory and job related and consistent with business necessity, including our job descriptions and qualification criteria, hiring, compensation, transfer and promotion, discipline and other employment related policies and systems.