

Minnesota Recovery Connection

Non-Discrimination Policy

Date approved by Board of Directors: 12/16/2025 6:24 PM

Minnesota Recovery Connection (MRC) is an Equal Opportunity Employer and service provider. MRC does not discriminate based on actual or perceived race, color, creed, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, familial status, veteran status, sexual orientation, gender identity, genetic information, public assistance, local human rights commission activity, or any other characteristic protected by applicable federal, state, or local laws.

This policy applies to all aspects of MRC's operations, including recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, volunteer engagement, service delivery, and general treatment during employment and participation in MRC programs.

MRC will make reasonable accommodations for the known physical or mental limitations of qualified employees or participants with disabilities unless such accommodation would impose an undue hardship on the operation of MRC's programs or business.

MRC will also endeavor to accommodate the sincere religious beliefs of employees and participants to the extent that doing so does not pose an undue hardship on operations.

Any individual with questions or concerns about equal opportunity or discrimination is encouraged to bring them to the attention of the Executive Director. MRC strictly prohibits retaliation against any individual who raises such concerns in good faith. Violations of this policy, including any retaliatory conduct, will result in appropriate disciplinary or corrective action.