



MEMO TO: All Employees
FROM: Jody H. Wagner, Executive Director
RE: **NONDISCRIMINATION POLICY STATEMENT
EQUAL EMPLOYMENT OPPORTUNITY**
DATE: February 11, 2026

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 (including hair type, hair texture, or hair style), color, religious creed (including all aspects of religious observance, practice, and belief), disability, ancestry, national origin (including limited English proficiency), age (40 and over), or sex (including pregnancy status, childbirth status, breastfeeding status, sex assigned at birth, gender identity or expression, affectional or sexual orientation, and differences in sex), nor shall any person be subjected to retaliation.

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:

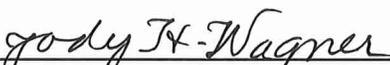
Erin Miller
ProBerco
840 William Lane
Reading, PA 19604-1551
610-372-4637, ext. 106
610-285-1020 (Fax)

**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)

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)

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)

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)



Jody H. Wagner, Executive Director/CEO

ProBerco enriches the lives of people with disabilities and their families by providing innovative community participation, community living, employment opportunities, and family support services.

840 William Lane, Reading, PA 19604-1551
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