

Company EEO Information

Meckel Engineering & Surveying is an equal opportunity employer. The EEO policy is contained in the Employee Handbook of Policies and Procedures, which is issued to all employees. The employees sign a statement that they have read the policy. The Federal 5 in 1 labor law poster (containing EEO information) is also posted in the office. It is our policy to provide equal employment opportunities to all persons, without regard to their race, color, religion, sex, age, disability or national origin, and to promote the full realization of equal employment opportunities through a positive continuing program. The firm takes every reasonable affirmative action to attract and retain qualified persons from each ethnic group and to attain racial parity within all position categories. We observe and comply with the Civil Rights Act, the Federal Equal Pay Act, and the Age Discrimination in Employment Act as well as the applicable rules and regulations of the various states, counties, and cities in which the firm conducts its business. We developed our policies to guide our activities in recruitment, screening, hiring, and all areas of concern to employees toward the goals of equal opportunity for members of minority groups and for women. We encourage diversity in our work force by the hiring of minorities and women.

The company EEO Officer is Julie Smith, the office manager. We maintain a strong policy of equal employment opportunity for all employees and applicants for employment. We hire, train, promote and compensate employees on the basis of personal competence and potential for advancement without regard for race, color, religion, sex, sexual orientation, national origin, age, marital status, political affiliation, citizenship or physical or mental disability, as well as other classifications protected by applicable state or local laws. EEO complaints by employees or non-employees should be brought to the attention of the supervisor. If they feel that the supervisor has not investigated the matter to their satisfaction or if the problem originates from the supervisor, they are to contact the President of the company immediately. The company EEO policy from the Employee Handbook of Policies and Procedures, Section 2: Employment Practices, is as follows:

02-A-01. General.

It shall be the policy of Meckel Engineering & Surveying to provide equal employment opportunity and treatment in recruitment, hiring, retention, transfer, promotion and training of all employees regardless of age, national origin, race, color, religion, sex, marital status, pregnancy, creed, or sensory, mental or physical disability.
