

# **Zone 1 Utility Services**

**F O R T M I L L , S C 2 9 7 0 7**

**P H O N E : 1 (770) 608-4929**

## **AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER**

It is the policy of Zone 1 Utility Services to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, age, national origin or disability. Such action shall include: employment, upgrading, promotion, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship and/or on the job training. It is also the company's policy to actively recruit disabled veterans or veterans of the Vietnam Era.

Zone 1 Utility Services invites all disabled veterans of the Vietnam Era, who wish to benefit under the affirmative action program, to identify themselves. This information is voluntary and will be kept confidential. Refusal to provide this information will not subject the applicant or employee to any adverse treatment and it will be used only in accordance with the Act and Regulations.

This policy has been established pursuant to the Civil Rights Act of 1964, Executive Order 11246, as amended by the Rehabilitation Act Amendments of 1974, the Vietnam Veterans Readjustment Assistance Act of 1974, the American Disabilities Act (ADA) of 1990 and all other orders or regulations pertaining to Equal Employment Opportunity and to reaffirm our continued commitment to a program of equal employment opportunity and merit employment policies.

Zone 1 Utility Services values the wellbeing of our employees physically as well as mentally. With that being said, any complaints alleging discrimination because of race, religion, sex, color, age, national origin, or physical or mental disability should be brought to the attention of our EEO Officer, Izylah Collins. He can be contacted at is 1 (770) 608-4929. Your discrimination complaint will be reviewed and investigated in a timely manner, and all parties will be contacted.

If complaints remain unresolved you may contact either of the following for further assistance:

**Charlotte District EEOC Office  
129 West Trade Street, Suite 400  
Charlotte, North Carolina 282021511  
Phone Number: 1-800-669-4000**

**NCDOT – Office of Civil Rights  
Title VI/EO Compliance Section  
Mail Service Center  
Raleigh, NC 27699-1511  
Phone Number: 919-508-1830**

**Izylah Collins  
Vice President**