



Roofers' Local #195 JATF

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NOTICE OF NON-DISCRIMINATORY POLICY AS TO EMPLOYEES AND STUDENTS

The Roofers Local 195 Joint Apprenticeship Training Fund Board of Trustees (the “Sponsor”), located at 7706 Maltlage Drive, Liverpool, NY 13090, serving Syracuse, New York and vicinity, commits to the Following Equal Opportunity Pledge: The recruitment, selection, employment, and training of apprentices during their apprenticeship, will be without discrimination because of race, color, religion, national origin, sex (including gender identity or pregnancy), sexual orientation, age (40 or older), genetic information and/or disability. The Sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30, as amended, and N.Y. Labor Law, Article 23.