



WISCONSIN STATE FAIR PARK EEO/AA POLICY STATEMENT

It is the policy of Wisconsin State Fair Park (WSFP) to not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin or ancestry, gender, sexual orientation, disability, age, marital status, political affiliation, arrest or conviction record or any other protected class category covered under state, federal and local laws.

WSFP therefore provides Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity (EEO)/Affirmative Action (AA) laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof.

WSFP will take Affirmative Action to ensure equal employment practices which include, but are not limited to:

- Hiring and selection;
- Promotion and demotion;
- Recruitment and advertising;
- Disciplinary action or termination;
- Layoff;
- Rates of pay or other forms of compensation; and
- Treatment during employment

All employees are expected to perform their job responsibilities in a manner that supports equal employment opportunity for all. In addition, WSFP will provide reasonable accommodation to applicants and employees with disabilities.

I have appointed Ryan T. Burns, Human Resources Manager, as WSFP's EEO Professional to manage the EEO Program. The EEO Professional is responsible for monitoring all EEO activities and reporting the effectiveness of this AA Program, as required by Federal, State and Local agencies. I will receive and review reports on the progress of the program. Any employee or applicant may inspect our Affirmative Action Program during normal business hours by contacting the EEO Professional.

If any employee or applicant for employment believes he or she has been treated in a way that violates this policy, they should contact either Ryan T. Burns, Human Resources Manager, at 640 S. 84th St., West Allis, WI 53214, 414.266.7015; or any other representative of management, including me. Responsible parties will investigate allegations of discrimination or harassment as confidentially and promptly as possible, and we will take appropriate action in response to these investigations.

Rick Frenette, CEO
Wisconsin State Fair Park