

Highlands Diversified Support of The Sullivan Principles

Principle No.	Principle	Examples at Highlands Diversified
1.	Non-segregation of races in all facilities.	Zero segregation in all facilities
2.	Equal and fair employment practices for all employees.	Compliance with the Equal Employment Opportunity Commission requirements
3.	Equal pay for all employees doing equal or comparable work for the same period of time.	Uniform wage scale
4.	Initiation of and development of training programs that will prepare, in substantial numbers, nonwhite employees for supervisory, administrative, clerical, and technical jobs.	Training programs open to all qualified applicants
5.	Increasing the number of nonwhites in management and supervisory positions.	Positions open to all qualified applicants
6.	Improving the quality of life for all employees outside the work environment in such areas as housing, transportation, school, recreation, and health facilities.	Wellness Program, Employee Assistance Program, 401K Plan
7.	Working to eliminate laws and customs that impede social, economic, and political justice.	Zero tolerance for discriminatory practices or activities