



EVERLY NANNIES
exceptional care, exclusively yours

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Everly Nannies is an Equal Opportunity Employer

OUR COMMITMENT

Everly Nannies is committed to providing equal employment opportunities to all qualified individuals. We do not discriminate on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions), national origin, age, disability, genetic information, sexual orientation, gender identity, veteran status, military status, ancestry, or any other characteristic protected by federal, state, or local law.

This policy applies to all aspects of our employment services, including but not limited to:

- Recruitment and screening of nanny candidates
 - Referral and placement services
 - Job order acceptance and processing
 - Interview coordination
 - Background checks and verification
 - Training and development opportunities
 - Terms and conditions of placement
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COMPLIANCE WITH LAW

Everly Nannies complies with all applicable federal, state, and local employment laws, including:

- Title VII of the Civil Rights Act of 1964
- The Age Discrimination in Employment Act (ADEA)
- The Americans with Disabilities Act (ADA)



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- The Genetic Information Nondiscrimination Act (GINA)
- The Ohio Civil Rights Act
- All other applicable anti-discrimination laws and regulations

NON-DISCRIMINATORY PRACTICES

For Nanny Candidates

We evaluate all nanny candidates based solely on their:

- Qualifications, skills, and experience
- Professional references and work history
- Background check results as permitted by law
- Ability to meet the essential requirements of positions

We do NOT make placement decisions based on protected characteristics.

For Family Clients

We do not accept or process discriminatory job orders. We will not honor requests from families that:

- Specify preferences based on protected characteristics
- Request exclusion of candidates from protected groups
- Impose requirements that are not bona fide occupational qualifications

If a family's job requirements appear discriminatory, we will:

- Discuss lawful alternatives with the family
- Decline to accept the job order if discrimination persists
- Terminate our relationship if necessary to maintain our commitment to equal opportunity

REASONABLE ACCOMMODATIONS



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Everly Nannies is committed to providing reasonable accommodations to qualified individuals with disabilities throughout the application, screening, and placement process.

If you require an accommodation to participate in our services, please contact us at:

Email: info@everlynannies.com

Phone: 216-202-4413

We will work with you to identify and implement appropriate accommodations that do not create an undue hardship.

REPORTING DISCRIMINATION CONCERNS

If you believe you have experienced or witnessed discrimination in connection with our services, we encourage you to report it immediately.

You may report concerns to:

Everly Nannies
Attention: CEO
P.O. Box 45136
Westlake, OH 44145

Email: info@everlynannies.com

Phone: 216-202-4413

All complaints will be:

- Taken seriously and investigated promptly
 - Kept confidential to the extent possible
 - Handled without retaliation against the person making the report
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NO RETALIATION

Everly Nannies

- Reports discrimination or harassment
- Participates in an investigation
- Opposes discriminatory practices
- Exercises their rights under equal employment opportunity laws

Retaliation is itself a violation of law and will result in appropriate action, up to and including termination of our business relationship.

ADDITIONAL RESOURCES

If you believe you have been discriminated against, you may also file a complaint with:

U.S. Equal Employment Opportunity Commission (EEOC)

Cleveland District Office

1240 East 9th Street, Suite 3001

Cleveland, OH 44199

Phone: 1-800-669-4000

TTY: 1-800-669-6820

Website: www.eeoc.gov

Ohio Civil Rights Commission

Rhodes State Office Tower

30 East Broad Street, 5th Floor

Columbus, OH 43215

Phone: (614) 466-5928 / 1-888-278-7101

Website: <http://crc.ohio.gov>

Note: Time limits may apply for filing charges of discrimination. Contact these agencies for specific information.



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AFFIRMATIVE ACTION

Everly Nannies is committed to affirmative action principles and actively seeks to recruit, refer, and place qualified candidates from all backgrounds. We believe diversity strengthens the childcare profession and enriches the families we serve.

QUESTIONS

If you have questions about our Equal Employment Opportunity policy or practices, please contact:

Everly Nannies
P.O. 45136
Westlake, OH 44145
Email: info@everlynannies.com
Phone: 440-202-4413

OUR PLEDGE

At Everly Nannies, we are dedicated to fostering an inclusive environment where all qualified nanny candidates have equal access to employment opportunities, and all families receive excellent service regardless of their background. We believe that equal opportunity is not only the law—it's the right thing to do.



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Effective Date: 09/29/2025

Last Reviewed: 09/29/2025

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