

## **EQUAL OPPORTUNITY STATEMENT**

Our organization is committed to the principals of Equal Employment Opportunity and to making employment decisions based on merit and value. We are committed to complying with all Federal, State, and local laws providing Equal Employment Opportunities, as well as all other laws related to the terms and conditions of employment. We desire to keep a work environment which is free of harassment or discrimination because of sex, race, religion, color, national origin, physical or mental disability, marital status, age, sexual orientation or any other status protected by Federal, State or local laws. We will make every reasonable effort to accommodate those physical or mental limitations of an otherwise qualified employee, unless undue hardship would result for the organization.

Just as the organization bears a responsibility towards this policy, each employee must clearly communicate their disinterest in, or offense taken to, any perceived verbal or physical discrimination or harassment. We are all responsible for upholding this Equal Employment Opportunity policy and commitment. Equal Employment Opportunity laws afford each one of us the chance to succeed or fail based on individual merit.

It is the policy of Schuylkill Community Action (hereinafter referred to as SCA) that all persons shall be afforded equal opportunity in all functions of its corporate operations, in accordance with Title VI of the Civil Rights Act of 1964 and with Regulations of the Pennsylvania Human Relations Commission, 16 Pa. Code Chapter 49, to the end that:

- No person shall be excluded from participating in or be subjected to separate or unequal treatment related to, or be denied the benefits of, or otherwise be subjected to discrimination under any program, service or activity implemented or otherwise sponsored by SCA, on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, military status, sexual orientation, or marital/family status.
- No person shall be denied employment with or promotion within SCA, or be subjected to separate or unequal treatment in any manner related to the employment practices of SCA, on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, military status, sexual orientation, or marital/family status.
- No person shall be denied the opportunity to participate as a member of the Board of Directors or any advisory body which is an integral part of the decision making process of SCA, on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, military status, sexual orientation, or marital/family status.
- SCA, in determining the type of programs, services or activities to be implemented, or other benefits to be provided, or the site or location of facilities, or the class of individuals to whom benefits will derive, or the situations in which services will be provided, will not directly or through contractual or other arrangements utilize criteria or methods of administration which have the effect of subjecting individuals to discrimination because of their race, color, national origin, gender, religion, age, disability, political beliefs, military status, sexual orientation, or marital/family status.
- Further, be it understood that SCA will comply with all local, state and federal civil rights statutes to assure equal opportunity to all persons in all functions of its corporate operations.

The Board of Directors accepts final responsibility for the implementation of this Policy, delegating authority to the Equal Opportunity Committee for the implementation of appropriate affirmative action to assure equal opportunity to all persons in all employment practices of SCA, and in the provision of all programs and services by SCA. The Board is cognizant of the fact that affirmative action goals share equal importance with other goals of this organization, and as such, is the shared responsibility of all Board Members and personnel.