

Equal Employment Opportunity/Affirmative Action (EEO/AA) Policy Statement

Agencies funded by Dane County:

Pursuant to Federal, State and requirements set forth by the County Board of Supervisors of the County of Dane, Chapter 19 of the Dane County Ordinances, it is our agency's policy to provide equal employment opportunity to all employees and applicants for employment without regards to race, religion, color, sex, disability, age, sexual preference, marital status, physical appearance, national origin, cultural differences, developmental disability, ancestry, arrest or conviction record, or membership in the National Guard, State Defense Force. All employees shall be treated equally with respect to, but not limited to, recruitment, hiring, compensation, promotions, layoff recalls, training, transfers, training, other benefits, and selection of apprenticeship insofar as it is within our control. To implement this policy, this firm will take affirmative action to reach a balanced workforce.

Agencies funded by Dane County Human Services Department:

This agency is in compliance with the equal opportunity policy and standards of the Wisconsin Department of Health and Family Services and the Department of Workforce Development and all applicable state and federal statutes and regulations relating to nondiscrimination in employment and service delivery.

No otherwise qualified person shall be excluded from employment, be denied the benefits of employment or otherwise be subject to discrimination in employment in any manner on the basis of age, race, religion, color, sex, national origin or ancestry, handicap, physical condition, developmental disability, arrest or conviction record, sexual orientation, marital status or military participation.

All employees are expected to support our goals and programmatic activities relating to nondiscrimination in employment.

No otherwise qualified applicant for services or service recipient shall be excluded from participation, be denied benefits, or otherwise be subject to discrimination in any manner on the basis of race, color, national origin, sex, religion, age or disability. This policy covers eligibility for and access to service delivery and treatment in all of our programs contracted and services provided directly.

Our company/agency will assure the equitable and accessible delivery of health and human services to the population which we serve by assuring that services are administered and provided in compliance with federal, state and local civil rights legislation, executive orders, rules and regulations to include Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Educational Amendments of 1972, the Age Discrimination Act of 1975 and Title II of the Americans with Disabilities Act of 1990. This agency insures that no otherwise qualified person, based on protected status, shall be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program, service or activity which we provide. This includes, but is not limited to, program eligibility, treatment by staff, communication of program information, access to facilities and or program and activities, assignment of clients to staff within a program, outreach, intake and admissions, assignment to facilities or referrals to other services, assessment/diagnosis/evaluation and treatment, disciplinary actions and terminations from programs. Protected status includes age, race, color, disability, association with a person with a disability, gender, creed or religious conviction, national origin and ancestry.

Staff Responsibility

Our chief executive, who will be responsible for overall implementation of our affirmative action program, is (name and title) _____.

Our designated Equal Employment Opportunity/Affirmative Action (EEO/AA) Officer, (name and title) _____, will be responsible for internal monitoring, compiling data and providing reports on the status of this contractor's adherence to the provisions of this affirmative action plan and will serve as the liaison between the contractors and the contracting agency.