

WCCAO Board of Directors

RESOLUTION OPPOSING DISCRIMINATION

Whereas, WCCAO has committed to the values of upholding the dignity of all people and honoring diversity in all forms

Whereas, WCCAO's mission is to address the causes and conditions of poverty by assuring that all low income people have access to needed services

Whereas, WCCAO is an Equal Opportunity Employer

Whereas, WCCAO's affirmative action policy and procedure states:

Washington County Community Action Organization, Inc. (WCCAO) is an equal opportunity employer and provider of social services in Washington County. The WCCAO Board of Directors hereby declares that discrimination and/or harassment based on race, color, religion, sex, age, national origin, political affiliation, marital status, or any other factor protected by law or policy will not be tolerated. This policy of non-discrimination shall apply to employment, eligibility for WCCAO services, volunteer opportunities and participation on WCCAO governing boards.

Any person or persons having a complaint regarding discrimination or harassment is invited to bring that complaint to the WCCAO Executive Director or the Affirmative Action officer to seek resolution. For employees, WCCAO personnel policies provide a grievance procedure that begins with the immediate supervisor.

The WCCAO Board of Directors recognizes that achievement of the objectives of non-discrimination and equal opportunity requires a continuing effort of affirmative action. The ultimate responsibility to accomplish the goals in the WCCAO Affirmative Action Plan rests with the WCCAO Board of Directors.

The Executive Director, Jerralynn Ness shall ensure that affirmative action efforts will be a part of the performance review of all WCCAO managers and supervisors. WCCAO managers and supervisors will be expected to create and maintain a work environment that is free of discrimination and harassment. The Affirmative Action Officer is responsible for the monitoring and annual revision of the Affirmative Action plan.

Whereas, the very people who need services from WCCAO are often victims of discrimination and humiliating treatment, resulting in a loss of self-esteem.

Whereas, the achievement of family self-sufficiency is WCCAO's highest priority and requires that self-esteem be regained.

Whereas, healthy communities are those which are tolerant of differences, honor diversity, are inclusive in their community culture and free of discrimination and hate crimes.

Whereas, healthy communities are essential for families to successfully move out of poverty, which is WCCAO's highest goal.

Therefore, let it be resolved that the WCCAO Board of Directors publicly denounces discrimination in all forms including age, gender, disability, economic status, marital status, religion, sexual orientation, family status, race, language and country of origin. Furthermore, the Board strongly denounces all crimes against persons and property, including hate crimes..

Signed: *Sherry Robinson*
WCCAO Board Chair

Date: 5/19/93