

APPENDIX D
EQUAL OPPORTUNITY IN EMPLOYMENT AND SERVICE DELIVERY POLICY STATEMENT

It is the policy of Cooperative Educational Service Agency 10 (Organization Name) to comply with the equal opportunity policy and standards of the Wisconsin Department of Children and Families, the Department of Health Services and the Department of Workforce Development and all applicable state and federal statutes and regulations relating to nondiscrimination in employment and service delivery.

EMPLOYMENT¹

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 (over 40), race, religion, color, sex, national origin or ancestry, disability or association with a person with a disability, arrest record, conviction record, sexual orientation, marital status, pregnancy or childbirth, military participation, genetic testing, submitting to honesty testing, or use or nonuse of lawful products off the employer's premises during non-working hours. Employees may not be harassed in the workplace based on their protected status nor retaliated against for filing a complaint, for assisting with a complaint, or for opposing discrimination in the workplace.

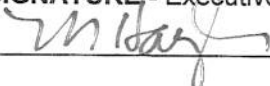
All employees are expected to support goals and programmatic activities relating to nondiscrimination in employment.

SERVICE DELIVERY

No otherwise qualified applicant for service or program participant 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, age, sex, sexual identity, sexual orientation, religion, political beliefs or disability. No employee or other person shall intimidate, threaten, coerce, or discriminate against any otherwise qualified individual for the purpose of interfering with any right or privilege secured under one of the applicable civil rights laws, or because they have made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding or hearing under one of the applicable civil rights laws. Program access for persons with disabilities is covered in the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973 as amended. Political belief or affiliation is protected under the Food Stamp Act of 1997 and the Workforce Investment Act of 1998. This policy covers eligibility for access to service delivery, and to treatment in all of the programs, services and activities. All employees are expected to support the goals and programmatic activities relating to nondiscrimination in service delivery.

The Federal Health Care Provider Conscience Protection Laws prohibit recipients of certain federal financial assistance from discrimination against health care providers because of the provider's refusal or willingness to participate in sterilization procedures or abortions contrary to or consistent with the provider's religious beliefs or moral convictions. This protection applies to both employment and service delivery.

To assist us in complying with all applicable equal opportunity rules, regulations and guidelines, I have appointed (Mr./Ms.) Michael Haynes, Agency Administrator Phone (715) 720-2079 as Equal Opportunity Coordinator. You are encouraged to discuss any perceived discrimination problems in employment or service delivery with him/her. Information about discrimination complaint resolution process is available to you upon request.

SIGNATURE - Executive Director or Chief Executive Officer 	Date Signed 2/6/14
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¹ Exceptions: Under Section 702(a) of Title VII, 42 U.S.C. § 2000e-1(a), religious organizations are permitted to give employment preference to members of their own religion. The exception applies only to those institutions whose "purpose and character are primarily religious."

Under Indian Preference status, Wisconsin Tribes are exempt from complying with specific employment civil rights laws.

APÉNDICE D
DECLARACIÓN DE LA POLÍTICA DE IGUALDAD DE OPORTUNIDADES
EN EL EMPLEO Y LA PRESTACIÓN DE SERVICIOS

EQUAL OPPORTUNITY IN EMPLOYMENT AND SERVICE DELIVERY POLICY

Es la política de Cooperative Educational Service Agency 10 (Nombre de la organización) cumplir con la política y las normas de igualdad de oportunidades del Wisconsin Department of Children and Families, el Department of Health Services y el Department of Workforce Development y con todos los estatutos y las regulaciones federales y estatales que apliquen relativos a la anti-discriminación en el empleo y en la prestación de servicios.

EMPLEOⁱ

Ninguna persona de otro modo calificada será excluida del empleo, negada los beneficios del empleo, o sometida de cualquier otro modo a discriminación en el empleo sobre la base de edad (mayor de 40), raza, religión, color, sexo, país de origen o ascendencia, discapacidad o asociación con una persona con una discapacidad, registro de arresto, antecedentes penales, orientación sexual, estado civil, embarazo o parto, participación militar, pruebas genéticas, sometimiento a prueba de honestidad, o el uso o no uso de productos legales en la localidad de trabajo durante las horas no laborales.

http://dwd.wisconsin.gov/er/discrimination_civil_rights/harassment.htm en función de su estatus de protección http://dwd.wisconsin.gov/er/discrimination_civil_rights/fair_employment_retaliation.htm.

Se espera que todos los empleados apoyen los objetivos y las actividades programáticas relativos a la anti-discriminación en el empleo.

PRESTACIÓN DE SERVICIOS

Ningún solicitante de servicios o participante del programa de otro modo calificado será excluido de participar, negado beneficios, o de otro modo sometido a la discriminación sobre la base de raza, color, país de origen, edad, sexo, identidad sexual, orientación sexual, religión, creencias políticas o discapacidad. Ningún empleado u otra persona intimidará, amenazará, coaccionará o discriminará a ninguna persona acreditada para el propósito de interferir con cualquier derecho o privilegio garantizado en virtud de una de las leyes aplicables sobre los derechos civiles, o porque ha presentado una queja, testificado, ayudado, o participado de alguna manera en una investigación, procedimiento o audiencia en una de las leyes de derechos civiles aplicables. El acceso a programas para las personas con una discapacidad es tratado en el Americans with Disabilities Act de 1990 y en la Sección 504 del Rehabilitation Act de 1973 en su versión modificada. La creencia política o afiliación está protegida bajo el Food Stamp Act de 1997 y el Workforce Investment Act de 1998. Esta política cubre elegibilidad para acceder a la prestación de servicios y a tratamiento en todos los programas, servicios y actividades. Se espera que todos los empleados apoyen los objetivos y las actividades programáticas relativos a la anti-discriminación en la prestación de servicios.

Los Federal Health Care Provider Conscience Protection Laws prohíben que los recipientes de cierta asistencia financiera federal discriminen contra los proveedores de cuidado de salud por causa del rechazo o la disposición del proveedor de participar en los procedimientos de esterilización o abortos, contrario a, o consistente con, las creencias religiosas o convicciones morales del proveedor. Estas protecciones se aplican tanto al empleo como a la prestación de servicios.

Para ayudarnos a cumplir con todas las normas, reglamentos y pautas aplicables de igualdad de oportunidades, he nombrado a (Sr./Sra.) Michael Haynes

Teléfono 715-723-2079 como el Coordinador de Igualdad de Oportunidades (Equal Opportunity Coordinator), le exhortamos a discutir cualquier problema percibido como discriminación en el empleo o