

LIFT Community Action Agency, Inc.

Rebecca Reynolds, Executive Director

Brent Franks, Board Chairperson

209 N. 4th- Hugo, OK 74743

www.liftca.org

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EQUAL OPPORTUNITY POLICY STATEMENT

It is the policy of this Agency that no applicant, client, and/or employee of LIFT Community Action Agency, Inc., shall on the a basis of race, color, national origin, religion, sex (including pregnancy and sexual harassment), age (40 or older), disability, political affiliation, protected veteran status, genetic information & testing, sexual orientation, gender identity, Family Medical Leave, participation in protected activity, or any other characteristic protected by law, be excluded from participation in or be denied the benefits of, or otherwise be subjected to discrimination under any program or activity which LIFT Community Action Agency operates or is applying for funding.

No person with responsibilities in the operation or administration of a program receiving Federal financial assistance will discriminate with respect to any such program or activity because of race, color, national origin, religion, sex (including pregnancy and sexual harassment), age (40 or older), disability, political affiliation, protected veteran status, genetic information & testing, sexual orientation, gender identity, Family Medical Leave, participation in protected activity, or any other characteristic protected by law.

It is the Agency's Equal Employment Opportunity policy to maintain a work environment free of sexual harassment and intimidation. The Agency is committed to comply with both the letter and the spirit of applicable state and federal laws that address Equal Employment Opportunity.

LIFT Community Action Agency will not (1) deny an individual any service, financial aid, or other benefit provided under the programs of this Agency; (2) provide any service, financial aid, or other benefit which is different from others provided under the program; (3) subject an individual to segregation or separate treatment in any manner related to his/her receipt of any service, financial aid, or other benefit; (4) restrict an individual in any way in the enjoyment of any privilege enjoyed by others; (5) treat an individual differently from others in determining whether he/she satisfies any admission, enrollment, quota, eligibility, membership, or any other requirement or condition an individual must meet in order to be provided the services they seek; (6) deny any individual an opportunity to participate in any programs that are different from that afforded others in the Agency, including the opportunity to participate as an employee or; (7) deny any person the opportunity to participate as a member of a planning or advisory body which is an integral part of any program in this Agency.

In keeping with our Policy and Mission statement, concerning advocacy and institutional change, it is our policy that Agency staff shall actively advocate for low income people in the area of civil rights.



SERVING CHOCTAW, MCCURTAIN AND PUSHMATAHA COUNTIES SINCE 1968

This institution is an equal opportunity provider and employer



Responsible officials that fail to adhere to this policy will be subject to immediate disciplinary action by this Board. Further, LIFT Community Action Agency, Inc., expects that staff members at each level are to make every reasonable effort to assure that equal opportunity is available to applicants, employees, and clients. Staff members are expected to demonstrate sensitivity and respect for all employees and clients, as individuals of worth and dignity and to demonstrate the Agency's commitment to Equal Employment Opportunity objectives. It is expected that all program directors and supervisors become familiar with and have direct input into the development of the Goals and Timetables of the Agency's Affirmative Action Plan. Each program director and supervisor will be held accountable for ensuring equality of opportunity within each program while fostering employment and program participation practices which are compatible with the Agency's Affirmative Action Program and civil rights regulations.

The Board of Directors of the LIFT Community Action Agency, Inc. supports the elimination of all vestiges of debilitation effects of discrimination. Jeannie McMillin has been delegated to serve as the part-time Equal Employment Opportunity Officer for the Agency. Ms. McMillin's address is 511 W. Jackson, Hugo, OK 74743. Her telephone number is 580/326-8176. She is available to any employee having questions or needing assistance in regards to Affirmative Action or Equal Employment Opportunity.

1-9-18

Date



Brent Franks, Chairman
LIFT Community Action Agency, Ins.

1-9-18

Date of Board Approval