

**CAO Board of Directors
RESOLUTION OPPOSING DISCRIMINATION**

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

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

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

Community Action Organization is an equal opportunity employer and provider of social services in Washington County. The CAO 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 CAO services, volunteer opportunities and participation on CAO governing boards.

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

The CAO 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 CAO Affirmative Action Plan rests with the CAO Board of Directors.

The Executive Director, Jerralynn Ness shall ensure that affirmative action efforts will be a part of the performance review of all CAO managers and supervisors. CAO 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 CAO are often victims of discrimination and humiliating treatment, resulting in a loss of self-esteem.

Whereas, the achievement of family self-sufficiency is CAO'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 CAO's highest goal.

Therefore, let it be resolved that the CAO 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 A. Robinson
CAO Board Chair

Date: May 19, 1993