

## LEGAL BASIS FOR EXTENSION'S CIVIL RIGHTS AND EEO PROGRAMS

1. The Civil Rights Act of 1964 under Section 601, states that no person in the United States shall, on the grounds of race, color, sex, age, or national origin, be excluded from participation in, be denied the benefit of, or be subjected to discrimination under any program or activity receiving federal funds.
2. Under Section 602 of the Act, each federal department is authorized and directed to implement the provisions of Section 601.
3. The Act specifically:
  - a. Prohibits discrimination with respect to compensation, terms, conditions or privileges of employment.
  - b. Prohibits limited an employee in any way or adversely affecting his status due to race, color, national origin, gender, religion, age or disability.
  - c. Established the EEO Commission with broad powers.
  - d. Prohibits discrimination in the selection of members of planning and advisory bodies.
  - e. Prohibits discrimination in the manner of making available instructions, demonstrations, information and publications offered by or through Extension.
  - f. Prohibits discrimination in the use of any program or activity of the Cooperative Extension Service of any facility, including offices, training facilities, lecture halls, or other structures or improvements.
  - g. Prohibits discrimination in training activities, admission to or participation in fairs, competition, field days and encampments conducted or sponsored by Cooperative Extension.
4. Extension employees are encouraged to document and submit Civil Rights success stories.
5. All informational materials released to the public will, as appropriate, contain a statement that the program or activity will be conducted on a nondiscriminatory basis.
6. Where appropriate, photos and other graphics will be used to convey the message of equal opportunity.

## AFFIRMATIVE ACTION PLAN

1. The Affirmative Action Plan is a document whereby the court as a result of the Strain v. Philpott decision, called for Civil Rights compliance in State Cooperative Extension Services.
2. The plan is designed to meet nondiscriminatory legal standards in employment and in the conduct of all programs by State Extension Services as proposed by the U.S. Department of Justice.
3. The plan is divided into two sections: Section I deals with remedies called for in employment situations brought about by the merger of the dual system in certain specified state Cooperative Extension Services excluding Alabama, Mississippi and North Carolina due to litigations involving these states. Section II calls for plans to eliminate discriminatory practices in programs conducted by State Cooperative Extension Services as well as plans to remedy certain discriminatory practices in employment of minorities and women.

The Affirmative Action Plan of State Extension Services called for specified standards, action required, specified action to be taken, and target dates for compliance. For example: The Extension Service cannot provide assistance to any organization that excludes any person for membership or participation because of race, color, or national origin.

Action Required: Parish Extension staff to determine whether organization follows discriminatory practices based on race, color, or national origin. Identify such organization and notify membership in writing that Extension cannot provide assistance to them unless such discriminatory practices are eliminated.

4. Each Extension program unit is reviewed during each fiscal year to evaluate minority participation.
5. A report reflecting participation in programs by minorities compared to those eligible to participate is submitted annually.

## CONSENT DECREE

The Consent Decree ordered LCES, its agents, employees and successors and all persons in active concert or participation with the corporation to permanently enjoined from engaging in any act or practice which has the purpose or effect of discriminating against any employee of, or any applicant or potential applicant for employment with LCES because of such person's race, or sex in violation of Title VII of the Civil Rights Act of 1964.

LCES shall:

1. Hire, assign, promote, transfer, classify, train and compensate employees without regard to race or sex.
2. Assign employees to all parishes, geographical locations and program areas on the basis of their qualifications and without regard to the race or sex of the employee.
3. Base employment decisions, including hiring and promotion, on educational attainment, academic achievement, experience and such other objective nondiscriminatory criteria as set forth in Federal Guidelines on Employee Selection Procedures.
4. In no event be required to hire, promote or assign persons to positions who are not qualified for such positions or who are less qualified for such positions than others who are being considered.

## CIVIL RIGHTS ACT OF 1964, SECTION 601

*"No person in the United States shall, on the grounds of race, color, sex, age, or national origin, be excluded from participation in, be denied the benefit of, or be subjected to discrimination under any program or activity receiving federal funds."*

### **EXTENSION REQUIREMENTS**

- ✓ Programs delivered in a non-discriminatory manner.
- ✓ Non-discrimination in the selection of members of planning and advisory bodies; must represent potential client base.
- ✓ Non-discrimination in the manner of making available instructions, demonstrations, information and publications.
- ✓ Non-discrimination in the use of any program or activity of the Cooperative Extension Service of any facility, including offices, training facilities, lecture halls, or other structures or improvements.
- ✓ Non-discrimination in training activities, admission to or participation in fairs, competitions, field days, and encampments conducted or sponsored by Cooperative Extension.
- ✓ Follow Public Notification Plan.
  - Enforce All Reasonable Efforts Policy.
  - Display "Justice for All" poster at offices and in meeting locations.
  - Include nondiscriminatory statement on all information disseminated to public.
  - Document and submit success stories.
- ✓ Keep mailing lists.
- ✓ Have all private groups and organizations sign an assurance statement which attests to their non-discriminatory policy before assistance can be provided by Extension.  
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