



Your Experts for Life

**Equal Employment Opportunity Policy
Alabama Cooperative Extension System
Alabama A&M University and Auburn University**

The Alabama Cooperative Extension System reaffirms its commitment to an affirmative action program that establishes and sustains the criteria for equal employment opportunity for all qualified individuals and detects and eliminates any elements of discrimination that may be found to exist.

The Alabama Cooperative Extension System reaffirms its legal obligation to conduct its operations without discrimination on the basis of race, color, national origin, sex, religion, handicap, veteran status or age, including:

Recruiting, hiring, training, and promoting persons in all job classifications, except where sex, age, handicap or disability are bona fide occupational qualifications.

Administering decisions on continuing employment.

Responding to harassment in the workplace.

The Director of the Alabama Cooperative Extension System is responsible for supervision of the Alabama Cooperative Extension System Equal Opportunity Program and for monitoring its effectiveness.

A handwritten signature in black ink, appearing to read "Gaines Smith".

Gaines Smith

Interim Extension Director

Alabama Cooperative Extension System