



**Non-Discriminatory Policy
in Federally Assisted Programs
Alabama Cooperative Extension System
Alabama A&M University and Auburn University**

The Alabama Cooperative Extension System recognizes, understands and is committed to its legal obligation, based on the Civil Rights Act of 1964, to:

Provide educational programs, activities and other services without discrimination on the basis of race, color, national origin, sex, religion, handicap, veteran status or age. Establish and sustain the criteria of equal opportunity in providing educational programs information and other services on a non-discriminatory basis and detect and eliminate any elements of discrimination, which may be found to exist.

Accordingly, the Alabama Cooperative Extension System will continue to insure that:

All educational programs, information and other services are made available on a non-discriminatory basis.

Offices, training facilities or other structures are used on a non-discriminatory manner and will permit accessibility to the handicapped as provided by law.

Any individual or group is not restricted in any way from the opportunity to share benefits or educational experiences open to others.

Clientele have the opportunity to serve on planning and advisory boards, committees or other such groups on a non-discriminatory basis.

Public notification that all benefits of educational programs and activities are open to all and not restricted to any individual or group is provided.

All employees are trained in and understand policies, procedures and regulations pertaining to non-discrimination in federally assisted programs, including policies and procedures related to Equal Employment Opportunity and Affirmative Action.

Administrative and supervisory staff are held accountable for insuring that all actions within their assigned areas of responsibility are conducted in a non-discriminatory manner.

Periodic internal reviews are conducted to determine the level of compliance with EEO/AA policies, procedures and regulations.

The Director of the Alabama Cooperative Extension System is responsible for the supervision of the organization's Equal Employment Opportunity/Affirmative Action program and for monitoring its effectiveness.

Gaines Smith
Interim Extension Director
Alabama Cooperative Extension System