

A. EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

In June 1973, the Council adopted the following policy statement and amended to include the Americans with Disabilities Act of 1990.

- a. It is a fundamental policy of the Coastal Bend Council of Governments to provide equal opportunity to all employees and applicants for employment, and to assure that there will be no discrimination against any persons on grounds of race, color, religion, national origin or sex (including pregnancy), or national origin. This obligation extends to all areas of employment including, but not limited to the following: hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.
- b. Title I of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals with a disability from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.
- c. The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.
- d. The Equal Pay Act of 1963 (EPA) makes it illegal to pay different wages to men and women if they perform equal work in the same workplace.
- e. The Executive Director is designated as director of the affirmation action program of the Coastal Bend Council of Governments and is charged with the responsibility of implementing this policy and authorized to prepare and submit an affirmative action program for the Council as required by EDA Directive 7.06 and other pertinent regulations and laws.
- f. A copy of the "Equal Employment Opportunity" poster is to be prominently displayed at all times in the offices of the Council and its intent is to be stated in any recruiting activities for Council staff positions.