Civil Rights – Our Role and Responsibility
It is the policy of the Purdue University Cooperative Extension Service that all persons have equal opportunity and access to its educational programs, services, activities, and facilities without regard to race, religion, color, sex, age, national origin or ancestry, marital status, parental status, sexual orientation, disability or status as a veteran. Purdue University is an Affirmative Action institution. This material may be available in alternative formats.
As a public institution, Purdue University, Purdue Extension, USDA, the state of Indiana and each county government pledge to be inclusive in our programming and hiring.

We serve ALL people!!!
What do you as an Extension board member need to know?

- Important Laws
- Extensions Responsibilities in programming
- How it affects our relationship with collaborating/partner organizations
- Be familiar with the demographics of your county and help provide oversight for compliance in programming.

Purdue University is an Equal Opportunity/Equal Access institution.
The Civil Rights Act of 1964

No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.
Important Laws – The Legal Basis

• Title VI of the Civil Rights Act
• Title VII of the Civil Rights Act (EEO)
• Title IX of the Education Amendments of 1972
• Americans with Disabilities Act (ADA) of 1990
• FMLA (Family and Medical Leave Act 1993)
• Fair Labor Standards Act (FLSA)
Important Focus for Civil Rights Planning and Reporting

1. How we deliver programs
2. How we notify the public
3. Civil Rights Training of staff and volunteers
4. Civil Rights Compliance Reviews
5. Employment
6. Handling a Complaint

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Compliance with civil rights laws in the area of educational programs

• Make all reasonable effort to REACH OUT to underrepresented groups.

• To insure nondiscrimination in programming and services
1. Program Delivery

Consider cultural or ethnic differences when planning and delivering programs.

Accommodate people with disabilities.
As a part of the Land Grant system and a State University Extension...

• Must comply with federal laws that prohibit discrimination.

**Additionally:** Any group, club, agency, organization or entity that we *partner* with on an ongoing basis in providing services must also not discriminate.

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How do we know our partnering organizations are open and don’t discriminate?

• First, we tell them that we do not discriminate.

• Then, we ask them to certify that they do not discriminate. It is a simple statement saying they do not discriminate!
2. Public Notification

How we identify potential audiences, how we notify them of programs, how we tell them that we do not discriminate and how we convey the message that all are welcome is vital.
3. Civil Rights Training

- Civil rights training annually for all staff, councils, committees on our Civil Rights responsibilities

- Focus on communicating effectively with diverse communities
4. Civil Rights Compliance Reviews

• CED submits an annual Civil Rights Compliance Report to Purdue

• 20 Counties have an on-site review each year

• Every 5 Years Indiana Extension undergoes a Federal Audit
Documentation

Documentation is how we show that we are compliant.
5. Employment

Equal Employment Opportunity requires

- a plan for recruitment of diverse employees
- full utilization of staff skills
- access to training and promotion, and awards
- prompt, fair processing of complaints
- accessible EEO counselors

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6. Public Complaint Procedures

If a staff member or a client has a complaint of discrimination, there is a process accessible through the Purdue website as well as the Extension Intranet website. A policy governs this process and has both formal and informal steps.
Civil Rights Compliance … because it’s the right thing to do!!!

As long as the differences and diversities of mankind exist, democracy must allow for compromise, for accommodation, and for the recognition of differences.