

Certification of EEO/Civil Rights Compliance of Purdue Extension Collaborators and Partners

Background

The United States Congress has enacted legislation that seeks to prevent discrimination in our society, whenever possible. For Extension organizations, the major areas impacted by these laws are employment and program delivery.

Purdue University views, evaluates, and treats all persons in any University related activity or circumstance in which they may be involved, solely as individuals on the basis of their own personal abilities, qualifications, and other relevant characteristics. Purdue University promulgates policies and programs to ensure that all persons have equal access to its employment opportunities and activities. Purdue Extension does not condone and will not tolerate discrimination against any individual on the basis of race, religion, color, sex, age, national origin or ancestry, marital status, parental status, sexual orientation, disability or status as a veteran.

Civil Rights nondiscrimination statements should be signed with partners and collaborating agencies and groups indicating that they will abide by federal, state, and local laws that prohibit discrimination based on race, religion, color, sex, age, national origin or ancestry, marital status, parental status, sexual orientation, disability or status as a veteran, as written in the provisions of Title VI and VII of the Civil rights Act of 1964, Title IX of the Educational Amendments of 1972, Section 605 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990. Sexual orientation is not a federally protected class but is included in the Purdue University nondiscrimination policy and therefore is applicable to Purdue Extension. This means that any programs, seminars, training, and grants written are open to all people.

Partnering organizations do not have to agree with every dimension of our Affirmative Action stance ... but they MUST abide by our Institutional EEO statement in the context of our relationship.

We have two types of partners:

1. Those with which we have a longer-term relationship - generally meaning more than a single event
2. Those with which we collaborate on a single effort.

Details

Think about how you will approach your collaborating partners when asking for confirmation that they are also open to all and do not discriminate. We are NOT trying to dictate how they operate. Our main objective is to provide documentation that Purdue Extension does not discriminate and that we tell our partners that we do not discriminate when we partner with them. A large part of documenting that this happens is to get statements from our partners indicating that they also do not discriminate.

We are responsible for educating our groups such as Extension Boards, 4-H Associations and others regarding our Civil Rights roles and responsibilities. It is important that they understand that asking our partners to provide non-discrimination affirmation serves two purposes. It is one way that we can inform them that we do not discriminate ... and secondly it helps them understand that those entities that we work closely with need to be inclusive and not discriminate as well.

Explanation of Forms

Form CR 10

Private Organization / Collaborating Agency Civil Rights Non-Discrimination Form

All partnering groups that have an **ongoing relationship** with Purdue Extension must have a signed CR 10 form on file. The public often views these groups as closely aligned with Purdue Extension. If they expect to have this continuing relationship with Purdue Extension they must provide documentation of their compliance.

YES – Use the Form

- Producer Groups
 - Beef, Pork, Dairy, Soybean, etc.
- Fair Associations (if NOT under our domain) Extension Homemaker Organization
- Master Gardener Organization

NO – They are already covered

- Government Agencies
- Schools
- Extension Groups
 - Extension Board
 - 4-H Councils
 - 4-H Fairboards (under our domain)
- SWCD
- Federal Agencies

(Please note: these are some examples and not a complete list.)

Form CR 11

Program Civil Rights Non-Discrimination Form

A second form is provided for those partners for **single** efforts. Again, the expectation is that they abide by our EEO guidelines within the context of our relationship. This form is to be used for major programs conducted in collaboration with agencies, groups or organizations where an ongoing relationship with Purdue Extension does NOT exist.

YES - When you need to have a signed form

- If “Purdue Extension” is in the program advertisement □ If Purdue Extension has a contract or grant with them
- If it is a coalition or collaboration for a single event where Purdue Extension is listed as a sponsor, etc.

NO – You don’t need to have a signed form

- If you are a guest speaker
- If Purdue Extension is not listed as a sponsor or collaborator

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.