

Employee Civil Rights and Non-Discrimination Policy

The County of Hidalgo Community Service Agency's AmeriCorps Senior Programs are committed to treating all persons with dignity and respect while building a diverse, equitable, inclusive workplace where benefits and opportunities for advancement are accessible to all. The CHCSA's AmeriCorps Seniors Programs maintains a zero-tolerance policy for any unlawful discrimination and harassing conduct towards any employee, volunteers, volunteer station managers, and community stakeholders.

As a county agency, compliance with the anti-discrimination laws and the regulations enforced by the United States Equal Employment Opportunity Commission, are rigorously upheld. Building a culture of diversity, equity, inclusion, and accessibility demands the prevention of discrimination and harassment, along with taking swift action when it occurs.

The CHCSA's AmeriCorps Senior Programs prohibits any forms of discrimination and harassment based upon a person's protected status. "Protected status" means a person's race, color, national origin, sex, age, religion, sexual orientation, disability, gender identify or expression, political affiliation, marital or parental status, pregnancy, genetic information, military service, their submission of a complaint, or activity in any Equal Employment Opportunity related activity. CHCSA AmeriCorps Seniors seeks an environment that is free of discrimination and harassment, and to provide all

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employees and volunteers the freedom to compete on a fair and level playing field.

CHCSA AmeriCorps Seniors will not tolerate any harassment that may include slurs and other verbal or physical conduct that relates to an individual's gender, race, ethnicity, religion, sexual orientation, or any other protected status when such behavior has the purpose or effect of interfering with job performance or creating an intimidating, hostile or offensive work environment.

Discrimination or harassment, when identified, will result in immediate corrective action by AmeriCorps. Any employee or volunteer who violates this policy will be subject to appropriate discipline, up to and including removal from federal service. CHCSA AmeriCorps' administrative team will immediately notify the Office of Human Resources when they become aware of alleged discrimination or harassment by an employee, service member, or other individuals. This Non-Discrimination Statement may be found at www.hidalgocsa.org and hidalgocounty.us

LEGAL REPRESENTATION IS ALLOWABLE.

The confidentiality of any employee or volunteer who reports harassment or discrimination, or participates in a related investigation, will be protected to the greatest extent possible, as provided by law. AmeriCorps' Civil Rights and Employment Branch may be reached via (202) 606-3461 or eo@americorps.gov.

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