

## **Knoxville-Knox County Community Action Committee**

### **EQUAL OPPORTUNITY POLICY STATEMENT**

The CAC Board of Directors has adopted the policy that no person shall, on the grounds of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age, political affiliation or belief, disability or genetic information be excluded from participation in, be denied the benefits of, be subjected to discrimination under, or be denied employment in connection with any program or activity operated or administered by this Agency.

It is also the policy of CAC to use its resources and influence to bring about changes in institutional practices, laws, and regulations which are discriminatory or otherwise adversely affect disadvantaged individuals and groups.

The CAC strives to analyze the effect, results, and nature of its present policies and practices to assure that all activities are in compliance with laws and regulations which promote equal opportunity.

In addition, the CAC shall be governed by the following statement of Equal Opportunity.

No person shall, on the grounds of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age, political affiliation or belief, disability or genetic information be excluded from participation in, be denied the benefits of, be subjected to discrimination under, or be otherwise subjected to discrimination under any program which CAC operates or administers.

No employee, agent, or other representative of CAC may, directly or through contractual or other arrangements, on the grounds of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age, political affiliation or belief, disability or genetic information:

- deny an individual any services, financial aid, or other benefit provided under a program which CAC operates or administers;
- provide any service, financial aid, or other benefit to an individual which is different, or is provided in a different manner, from that provided to others under a program which CAC operates or administers;
- fail to provide service or information in a language other than English where significant numbers of potential or actual beneficiaries are of limited English speaking ability;
- subject an individual to segregation or separate treatment in any matter related to his or her receipt of any service, financial aid, or other benefit under a program which CAC operates or administers;
- restrict an individual in any way in the enjoyment of any advantage or privilege enjoyed by others receiving any service, financial aid, or other benefit under a program which CAC operates or administers;
- treat an individual differently from others in determining whether he or she satisfies any admission, enrollment, quota, eligibility, membership or other requirement of condition which individuals must meet in order to be provided any service, financial aid, or other benefit provided under a program which CAC operates or administers;

February 2024

- deny an individual an opportunity to participate in any program which CAC operates or administers through the provision of services or otherwise afford an individual an opportunity to do so which is different from that afforded others under the program, including the opportunity to participate in a program which CAC operates or administers as an employee;
- address an individual in a manner that denotes inferiority because of race, color, or national origin;
- deny a person the opportunity to participate as member of a planning or advisory body which is an integral part of a program which CAC operates or administers.

Nor may personnel of CAC, through contractual or other arrangements, utilize criteria or methods of administration which:

- have the effect of subjecting individuals to discrimination because of their race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age, political affiliation or belief, disability or genetic information;
- have the effect of defeating or substantially impairing accomplishment of the objects of the program with respect to individuals of a race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age, political affiliation or belief, disability or genetic information.

And employees shall be aware that this prohibition against discrimination includes the receipt and utilization of non-Federal share, contributions, volunteer services, or any other direct or indirect benefit or asset to the CAC.

I have received a copy of the CAC Equal Opportunity Policy Statement.

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Signature

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Date

February 2024