

Civil Rights Policy

Adopted 8/13/08

Equal Employment Opportunity

Great Falls Development Authority shall not discriminate because of race, color, age, sex, marital status, political beliefs, disability, national origin or ancestry, religion, or other factors considered to be discriminatory under federal or state law. This covers all areas of employment, recruitment, advertising, hiring, promotion, demotion, lateral reassignment, transfer, layoff, discharge, rates of pay or other compensation, training, or any other benefits. Employment will be solely on the basis of merit and qualification.

Great Falls Development Authority shall comply with the Americans with Disabilities Act of 1990 as required.

Any complaint regarding discrimination shall be handled through the Equal Employment Opportunity Commission officer (the chief executive or designee) of Great Falls Development Authority and in consultation with the Executive Committee when appropriate. The complainant should contact the EEOC officer (the chief executive or, if the complaint is against the chief executive, the board chair), who shall provide information and assistance on filing and pursuing the complaint.

[Excerpted from *The Nonprofit Policy Sampler, Second Edition* by Barbara Lawrence and Outi Flynn, a publication of BoardSource, formerly the National Center for Nonprofit Boards. For more information about BoardSource, call 800-883-6262 or visit www.boardsource.org. BoardSource © 2006.]

Services & Activities

Great Falls Development Authority shall not discriminate in the provision of services or activities because of race, color, national origin, sex, religion, age, disability, sexual orientation, marital status, family status, status as a parent, or part of an individual's income is derived from any public assistance program.

[Derived from USDA "And Justice for All" poster.]