

## **Extension - Civil Rights/Diversity Program**

As an employee of Utah State University Extension, it is required that all public programs which are planned, designed, developed, and offered, will serve all individuals regardless of race, color, religion, sex, national origin, age, disability, veteran's status, and sexual orientation. When individuals with disabilities request accommodation, Extension employees will make every reasonable accommodation to facilitate program participation for them. Extension programs will be designed to include serving minority and under-served groups within the assigned service areas.

Utah State University is committed to ensuring Civil Rights Laws, USDA Civil Rights requirements, and USU's Affirmative Action/Equal Opportunity Policy (#303) are implemented. Annual performance reviews for Extension employees will measure efforts undertaken to ensure implementation of these laws/policies.

Areas of work include but are not limited to:

- Programs which are catalytic in facilitating relationships with other federal and state agencies in applying civil rights to such efforts.
- Development of programs in areas with growing Latino communities. Identify volunteers, facilities and student/clients in the Latino communities who can be served. Work with the Program Leader for Latino Programs in the development of such programs.
- Programs that identify volunteer seniors who provide service to 4-H, FCS, agriculture, natural resources, economic development, and other Extension program areas.
- Efforts which demonstrate increased participation of underrepresented groups serving on program planning and advisory boards
- Programs which increase the membership of underrepresented racial/ethnic minority group members in structured 4-H youth and family/community clubs and special interest and/or study groups.
- Programs which accommodate and meet the needs and interests of clients with disabilities.
- Application of programming which demonstrates "All reasonable effort" by developing, modifying and providing program materials for underrepresented groups including materials designed to accommodate language barriers, low literacy levels, and accommodation of those with disabilities.
- Displaying the "And Justice for All" poster and use of appropriate procedures for filing complaints openly and clearly with the general public.
- Use nondiscriminatory statements, photos and graphics to convey the message of equal opportunity in informational releases to the public
- Inform groups, organizations, associations, etc. with whom Extension cooperates in conducting educational programs or activities of the nondiscriminatory provision of CSREES. Nondiscriminatory statements are signed.

**Primary Program Emphasis Areas – Areas of Work Defined**

**2007 Addendum**

**No new areas added**