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EXTENSION

CIVIL RIGHTS

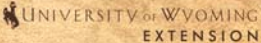
Compliance Review and Training
Group Discussion

2022

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COUNTY DISCUSSION

- County demographics
(population, diversity of population, cities/towns,
source of employment/income, services available,
etc.)
- Trends
- Current programming efforts and
potential needs



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THE LAW IS PARAMOUNT

- Title VI – race, color, or national origin (1964)
- Title IX – sex (1972)
- Rehabilitation Act – disability (1973)
 - Section 503 (hiring)
 - Section 504 (program or activity)
 - Section 508 (IT accessibility)

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Title VI of the Civil Rights Act of 1964

Title VI provides that: “No person in the United States shall, on the grounds of **race, color, or national origin**, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance.”

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RACE / COLOR OR NATIONAL ORIGIN



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Title IX Education Amendments of 1972

Title IX reads that: "No person in the United States, shall, on the basis of **sex**, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."

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GENDER SEX



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Rehabilitation Act of 1973 Sections 503, 504 and 508

The Rehabilitation Act of 1973 requires access to programs and activities that are funded by Federal agencies...

- 503 – Nondiscrimination under federal grants in employment
- 504 – Non discrimination under federal grants programs from participating in programs or receiving benefits
- 508 – Electronic and Information Technology (accessibility)

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DISABILITY




Physical

Mental

Emotional

Learning

Developmental delay


Severe Illness




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RELIGION




Christianity: 2.1 billion




Islam: 1.3 billion




Hinduism: 900 million



Buddhism: 376 million



Sikhism: 23 million



Judaism: 14 million

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AGE




STATUS AS A PROTECTED VETERAN




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Examples that demonstrate commitment to civil rights:

- Public notification statements on printed publications
- Printed publications free of stereotype language and illustrations
- Signed assurances from partner groups
- Electronic and nonelectronic mailing list by gender, race, ethnicity
- ES237 for 2019-20 year
- Formal minutes of discussion on file
- List of civil rights trainings completed/participated in by employees

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COMPLIANCE REVIEW – KEY ASPECTS

- Advisory committees and boards are representative of the geographical area being served
- Customers understand the complaint process and staff is trained on the process too
- Accessibility for disabled.
- 4-H equal access for all clubs and reflective of the eligible population.
- Program Participation Data (REG)
- Media outlets/public notification
- Mailing lists

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THANKS!

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