

ATTACHMENT 1

AFFIRMATIVE ACTION EQUAL OPPORTUNITY IN EMPLOYMENT POLICY

It is the policy of (Organization Name) Richland County to implement Affirmative Action (AA) measures designed to eliminate present effects of past discrimination and to ensure equal opportunity for women, racial or ethnic minorities, and persons with disabilities.

Richland County (organization) recognizes the need to identify job groups and classifications with under-representation, and to set goals and timetables for increasing the employment of under-represented groups; and to develop an AA Plan for implementing those reasonable goals through outreach, recruitment, training and other activities and commitments.

Signature of Director or Chief Executive Ann Greenheck	Date Signed 03/20/2007
---	----------------------------------

ATTACHMENT 3

EQUAL OPPORTUNITY POLICY

(Organization Name) Richland County is in compliance with the equal opportunity policy and standards of the Department of Workforce Development, Department of Health and Family Services and all applicable state and federal statutes and regulations relating to nondiscrimination in employment and service delivery.

No otherwise qualified person shall be excluded from employment, be denied the benefits of employment or otherwise be subject to discrimination in employment in any manner on the basis of age, race, religion, color, sex, national origin or ancestry, disability or association with a person with a disability, arrest or conviction record, sexual orientation, marital status or pregnancy, political belief, or affiliation, military participation, or use or non use of lawful products off the employers premises during working hours. All employees are expected to support goals and programmatic activities relating to nondiscrimination in employment.

No otherwise qualified applicant for service or service participant shall be excluded from participation, be denied benefits, or otherwise be subject to discrimination in any manner on the basis of race, color, national origin or ancestry, age, sex, disability or association with a person with a disability. Under the Food Stamp Act and USDA policy, discrimination is prohibited also on the basis of religion, political beliefs or affiliation. This policy covers eligibility for the access to service delivery, and treatment in all of the programs and activities.

To assist us in complying with all applicable equal opportunity rules, regulations and guidelines, I have

appointed Victor Vlasak, (Title) County Clerk as Equal Opportunity Coordinator. You are encouraged to discuss any perceived discrimination problems in employment or service delivery with this employee.

(Mr./Ms.) Victor Vlasak may be reached on (Days) Monday through Friday from (Hours) 8:30am – 4:30pm at (Telephone Number) (608) 647-2197

Information about discrimination complaint resolution process is available to you upon request.

Signature of Director or Chief Executive Ann Greenheck	Signature Date 03/20/2007
---	------------------------------

ATTACHMENT 3

DIRECTIVA DE IGUALDAD DE OPORTUNIDAD
Equal Opportunity Policy

(Nombre de la Organización) Richland County cumple con las directivas y normas para igualdad de oportunidad del Wisconsin Department of Workforce Development, Division of Workforce Solutions, and Department of Health and Family Services, con todos los estatutos federales y estatales, y con las regulaciones que prohíben discriminación en el empleo y en la provisión de servicios.

Ninguna persona que esté calificada de otro modo será excluída del empleo, negada los beneficios del empleo, o sometida de cualquier otro modo a discriminación en el trabajo en base a su edad, raza, religión, color, sexo, nacionalidad de origen o antepasados, impedimentos, condición física, incapacidad de desarrollo, historia de arrestos o convicciones, orientación sexual, estado matrimonial o participación en las fuerzas armadas. Esperamos que todo el personal apoyará nuestras metas y las actividades de nuestros programas que se relacionan con la prohibición de discriminación en el trabajo.

Ninguna persona que solicite servicios para los que esté calificada de otro modo será negada beneficios, o sometida de cualquier otro modo a discriminación en base a su raza, color, nacionalidad de origen o antepasados, sexo, religión, edad, o incapacidades. Esta directiva se refiere a la elegibilidad y acceso a nuestros servicios, y al tratamiento recibido en todos nuestros programas y actividades.

Para ayudarnos a cumplir con todas las reglas, regulaciones y guías de igualdad de oportunidad

pertinentes, yo he nombrado a (el nombre) Victor Vlasak

(el Título) County Clerk, como Coordinador(a) de Igualdad de Oportunidad. Yo le invito a discutir con este empleado(a) cualquier problema de discriminación que Usted perciba con respecto al trabajo o á los servicios. Ud. puede comunicarse con el Sr./la Sra./la Srta.

(el nombre) Victor Vlasak de Lunes a Viernes desde las

(hours) 8:30am – 4:30pm hasta las Monday through Friday llamando el teléfono (608) 647-2197.

Tenemos disponible información acerca de nuestro proceso para resolver quejas de discriminación si Ud. la solicita.

La Firma of Director or Chief Executive	La Fecha
Ann Greenheck	03/20/2007

ATTACHMENT 3

CAI PHEEJ XEEB
Equal Opportunity Policy

(Npe Koomhaum/Chaw Ua Hauj Lwm) Richland County
ua raws nraim li txoj cai pheej xeeb ntawm xeev Wisconsin Department of Workforce Development, Division of Workforce Solutions, and Department of Health and Family Services, Lub Chaw Ua Kam Pab Tsoom Neeg thiab Kev Noj Qab Haus Huv thiab lwm txoj cai ntawm xeev thiab tseem fww uas hais ntsig txog tsis pub muaj kev ntxub ntxaug nyob hauv kev ua hauj lwm thiab kev pabcuam.

Tsis pub kom tus neeg uas muaj peev xwm ua tau raug cais tawm ntawm kev ua hauj lwm, tsis tau txais cov kev pab los ntawm kev ua hauj lwm los yog poob rau kev ntxub ntxaug hauv kev ua hauj lwm vim lub hnuv nyoog, caj neeg, kev ntseeg, cev nqaij daim tawv, txawm xeeb, haiv neeg, los yog caj ces, sav zeej, cev ntaj ntsug tsis xwm yeem, lwm yam mob rau txoj kev loj hlob, raug txhom raug ntes, kev ptees kev yi, kev ua txij nkawm, los yog ua peeb zeej tub rog. Tag nrho cov neeg ua kam yuav tsum tau pab txhawb peb lub hom phiaj thiab lwm yam dej num uas kis txog kev ntxub ntxaug nyob hauv kev ua hauj lwm.

Tsis pub kom tus neeg uas muaj peev xwm ua tau raug cais tsis pub koom tes, tsis tau txais cov kev pab, los yog poob rau kev ntxub ntxaug vim caj neeg, cev nqaij daim tawv, haiv neeg, txawm xeeb, kev ntseeg, hnuv nyoog los yog sav xeeb. Txoj cai no siv rau ntau yam xws li kev tsim nyog tau txais kev pab thiab kom tau txais los yog muaj kev pab yooj yim, thiab kom tau txais kev kho mob nkeeg uas muaj nyob rau hauv cov kev pabcuam thiab lwm yam.

Qhov yuav pab kom peb ua tau raws li cov cai pheej xeeb thiab lwm cov cai, kuv tau xaiv

Victor Vlasak, (Title) County Clerk,
los ua tus Equal Opportunity Coordinator. Kav tsij mus nrog tus neeg no tham yog koj xav tias tau ntsib kev ntxub ntxaug rau kev ua hauj lwm los yog kev pabcuam. Koj hu tau rau (Mr./Ms.)

Victor Vlasak hnuv 8:30am – 4:30pm,

txij li thaum Monday through Friday, ntawm tus xov toj (608) 647-2197
Peb muaj cov ntaub ntawv qhia txog txoj kev daws kev tsis txaus siab rau kev ntxub ntxaug pub rau koj yog koj nug txog.

Npe Director los yog Chief Executive	HNUB, HLI & XYOO
Ann Greenheck	03/20/2007