

**RACINE KENOSHA
COMMUNITY ACTION AGENCY, INC.**

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Phone: (262) 637-8377

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Phone: (262) 657-0840

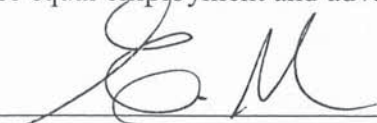
www.rkcaa.org

**AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY POLICY STATEMENT FOR
THE RACINE/KENOSHA COMMUNITY ACTION AGENCY, INC.**

It is the policy of the Racine/Kenosha Community Action Agency, Inc. (R/K CAA) not to discriminate against any employee or any applicant for employment because of age, race, religion, color, disability, sex, physical condition, developmental disability, conviction record, sexual orientation or national origin. This policy shall include, but not be limited to, the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training including apprenticeships, layoff and termination.

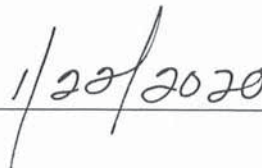
Gary Cotton, Director of Human Resources, has been appointed Equal Employment Officer and is responsible for planning and implementing our Affirmative Action Program, as well as for its' day to day monitoring of affirmative action related decisions and activities. In addition to Mr. Cotton, R/K CAA has appointed Zeke Leo, Community Services Coordinator, as the Limited English Proficiency representative. Together they shall provide leadership in implementing affirmative action goals and initiatives.

During the life of the contract with the State of Wisconsin, the Racine/Kenosha Community Action Agency, Inc. shall comply with s. 16.765, Wis.Stats, state regulations and federal laws relating to equal employment opportunities and affirmative action. The Agency shall continue to work cooperatively with government and community organizations to take affirmative action to ensure equal employment and advancement opportunities.



Essie Allen, Chief Executive Officer
Racine/Kenosha Community Action Agency, Inc.

Date



1/22/2020