



MEMORANDUM

TO: North Carolina Cooperative Extension Employees

FROM: Dr. A. Richard Bonanno, Associate Dean and Director
NC State Extension 
Dr. Rosalind Dale, Associate Dean and Administrator
Cooperative Extension at N.C. A&T 

DATE: August 1, 2019

SUBJECT: Annual Equal Opportunity and Non-Discrimination Statement

North Carolina Cooperative Extension and our respective partner institutions are committed to diversity, equal opportunity and non-discrimination. This commitment extends to all faculty and staff employment decisions as well as providing open and inclusive access to every North Carolinian seeking to participate in our programs and activities.

Under Title VI and Title XII of the 1964 Civil Rights Act, as amended, and various other federal and state laws and university policies, as well as our personal and organizational beliefs and values, we do not tolerate discrimination, harassment, or retaliation on the basis of race, color, national origin, religion, sex, age, veteran status, gender identity, sexual orientation, genetic information, or disability in employment or our programs and activities.

In furtherance of these commitments:

- All Extension employees will take affirmative action by making efforts to increase the participation of traditionally underserved groups to promote equal opportunity to participate in Extension programs.
- All Extension employees will promote equal opportunity by actively identifying and remedying barriers to progression in employment and participation by all citizens in our programs.
- All Extension employees will provide reasonable accommodations to employees and clientele with disabilities.
- All Extension employees will take allegations of discrimination seriously and Extension administration will respond promptly and effectively to reports of discrimination or harassment.
- All Extension employees will expect a working and learning environment free from unlawful discrimination, including harassment, and sustain a climate that values diversity and fosters inclusion.
- All Extension employees will comply with state and federal legislation and university policies on non-discrimination and equal opportunity.

For USDA-NIFA civil rights and equal employment resources, please go to:
<https://nifa.usda.gov/civil-rights-equal-employment-opportunity>

Our respective institutions provide information on equal opportunity and non-discrimination policies. Please see each institution's website for specific information:

- NC A&T State University <https://www.ncat.edu/hr/emp-rel/eeo/index.html>
- NC State University <https://oied.ncsu.edu/divweb/equity/>

Additional civil rights information from Extension can be found at: <https://evaluation.ces.ncsu.edu/civil-rights-2/>