

**POLICY STATEMENT OF
WEST CENTRAL INDIANA ECONOMIC DEVELOPMENT DISTRICT
EQUAL EMPLOYMENT OPPORTUNITY**

The West Central Indiana Economic Development District will make all personnel decisions regarding recruitment, hiring, promotions, and other terms or conditions of employment without discrimination on the basis of political or religious affiliations or because of race, color, national origin, sex, physical disability, age (except where age, sex or physical requirements constitute a bona fide occupational qualification necessary to proper and efficient functioning in the job), or any other nonmerit factor. This policy has been in effect since May 16, 1968m the date of incorporation, and it is in compliance with Title VI and VII of the Civil Rights Act of 1964, as amended.

AFFIRMATIVE ACTION IN EMPLOYMENT

West Central Indiana Economic Development District will continue a program of comprehensive affirmative action and commitment of equal opportunity by taking the following measures:

1. Regularly update the Affirmative Action Plan so as to insure that it is a working document;
2. Actively engage in recruitment and advertising to attract qualified candidates;
3. Maintain community contact from which referrals may be made for job applicants;
4. Select the most qualified candidates for employment, regardless of race, color, creed, religion, sex, national origin, age, handicap or other factors which cannot be lawfully used as a basis for selection;
5. Instruct supervisory personnel in the equal opportunity policy and charge each with the responsibility of assisting in the implementation of the program;
6. Communicate the Equal Employment Opportunity Policy to employees and the community;
7. Review the existing work force to identify jobs where minorities and women are underutilized, identify specific causes of underutilization and eliminate those under the agencies control;
8. Review employment practices for those which may have adverse impact on minorities and women; and
9. Maintain a reporting system by which progress may be measured on a regular basis and adjust existing goals and timetable, as these findings deem appropriate.



President, WCIEDD Board of Directors



Executive Director