

**Wichita Area Sexual Assault Center
Non-Discrimination Statement and Policy
May 23, 2019**

Statement of Expectation and Compliance

Wichita Area Sexual Assault Center (WASAC) will not tolerate discrimination against an employee, volunteer, applicant for employment, WASAC participant or beneficiary, or WASAC training or educational program attendee because of race, disability, color, gender, religion, age, national origin, ancestry, sexual orientation, gender identity, genetic information, veteran status, family status, military status, or political affiliation.

Equal Employment Opportunity

WASAC believes equal opportunity for all employees is important for the continuing success of our organization. WASAC will not unlawfully discriminate against an employee, or applicant for employment because of race, disability, color, gender, religion, age, national origin, ancestry, sexual orientation, gender identity, genetic information, veteran status, family status, military status, or political affiliation in hiring, promoting, demoting, training, benefits, transfers, layoffs, discharges, recommendations, rates of pay and all other terms, conditions, and privileges of employment. Opportunity is provided to employees based on qualifications and job requirements.

Compliance with Federal Non-Discrimination Laws

It is the policy of WASAC that all individuals have the right to participate in employment, programs and activities operated by this organization regardless of race, color, national origin, sex, religion, disability, and age. As a condition of state and/or federal grant funding, WASAC agrees to operate in compliance with the following statutes and regulations and all other regulations implementing the same:

- Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color or national origin in the delivery of services and which entails taking reasonable steps to ensure that persons with Limited English Proficiency (LEP) have meaningful access to funded programs or activities. An LEP person is one whose first language is not English and who has a limited ability to read, write, speak, or understand English. (42 U.S.C. § 2000d), and the Department of Justice (DOJ) implementing regulations at 28 C.F.R. Part 42, Subpart C;
- The Omnibus Crime Control and Safe Streets Act of 1968, which prohibits discrimination on the basis of race, color, national origin, religion, or sex in the delivery of services and employment practices (42 U.S.C. § 3789d(c)(1)), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart D;

- Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of disability in the delivery of services and employment practices (29 U.S.C. § 794), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart G;
- Title II of the Americans with Disabilities Act of 1990, which prohibits discrimination on the basis of disability in the delivery of services and employment practices (42 U.S.C. § 12132), and the DOJ implementing regulations at 28 C.F.R. Part 35;
- Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in educational programs (20 U.S.C. § 1681), and the DOJ implementing regulations at 28 C.F.R. Part 54;
- The Age Discrimination Act of 1975, which prohibits discrimination on the basis of age in the delivery of services (42 U.S.C. § 6102), and the DOJ implementing regulations at 28 C.F.R. Part 42, Subpart I
- Executive Order 13,559 amending Executive Order 13,279, and the DOJ implementing regulations, Partnerships with Faith-Based and Other Neighborhood Organizations 28 C.F.R. pt. 38 (prohibiting discrimination in federally assisted social service programs based on religion in the delivery of services or benefits);
- Section 1407 of the Victims of Crime Act (VOCA) of 1984, which prohibits discrimination on the basis of race, color, national origin, religion, sex, or disability (42 U.S.C. § 10604 *et seq.*);
- The Juvenile Justice and Delinquency Prevention Act of 2002 (42 U.S.C. § 5672b) and;
- Violence Against Women Act (VAWA) of 1994, as amended, 42 U.S.C. § 13925(b)(13) (prohibiting discrimination in programs either funded under the statute or administered by the office on Violence Against Women, both in employment and in the delivery of services or benefits, based on actual or perceived race, color, national origin, sex, religion, disability, sexual orientation, and gender identity) (referring to the Safe Streets Act for enforcement).

In addition to these, WASAC is a recipient of funds under the Violence Against Women Act of 1994, as amended, these protections apply to individuals regardless of their sexual orientation or gender identity.

In addition to the protections listed above, WASAC prohibits any form of retaliation against an individual for making a good faith report or complaint, providing information about inappropriate workplace behavior in good faith, or cooperating in an investigation.

How to File a Complaint

If anyone believes that WASAC has discriminated against an employee, a volunteer, student, board member, survivor receiving services, program participant, or anyone else protected under

the laws cited in this policy, and/or if an employee receives a complaint of alleged discrimination, please notify WASAC's Executive Director by email (advocate@wichitasac.com), letter addressed to WASAC's office, or telephone (316) 263-0185. You may notify:

Kansas Governor's Grants Program civil rights liaison: Brad Burke
900 SW Jackson St.
Landon State Office Building, Room 304 North
Topeka, KS 66612
Telephone: 785-291-3205
Fax: 785-291-2194
email: brad.burke@dol.ks.gov

And/or:

Office of Justice Programs
Office for Civil Rights
810 7th Street NW
Washington, DC 20531
Telephone: 202-307-0690
Fax: 202-616-9865
TTY: 202-307-2027

Any employee or applicant for employment, who believes that another person's actions or words constitute discrimination, harassment, inappropriate workplace behavior, or in any other way violate the Non-Discrimination Policy, whether directed toward an employee, applicant for employment, is required to report or complain about the situation as soon as possible. The report or complaint should be made to the Executive Director, or the WASAC Board Chair.

Upon receipt of a complaint, WASAC will notify the complainant that the complaint must be filed with the Kansas Human Rights Commission and the Equal Employment Opportunity Commission within 180 days from the date of the alleged violation in order to protect the complainant's rights.

Any person who believes that they have been the subject of discrimination may also file the complaint directly with the Kansas Human Rights Commission and/or the U.S. Equal Employment Opportunity Commission and should do so within 180 days of the alleged discrimination.

Kansas Human Rights Commission
900 SW Jackson
Landon State Office Building, Suite 568-South
Topeka, KS 66612-2818
Phone: 785-296-3206 Fax: 785-296-0589
TTY: 785-296-0245
<http://www.khrc.net>

All reports and complaints will be investigated promptly and in as impartial and confidential a manner as possible. Employees are required to cooperate in any investigation. The results of the investigation will be communicated to the persons involved, to the extent appropriate under the circumstances. The Executive Director, the WASAC Board Chair, and/or the Executive Committee may take any action necessary, up to and including refusal of WASAC services, to effectively resolve the complaint. Any employee, volunteer, or board member found to have violated the EEO, Non-Discrimination, or Productive Workplace Policies, or other WASAC rules, will be subject to disciplinary action, up to and including discharge.

Public Notification

WASAC will make available this Non-discrimination Policy to all WASAC staff, volunteers, board members, and program beneficiaries. The policy is to be included with information materials given to all new WASAC staff and posted on the WASAC website.

Required Training

WASAC will provide training for WASAC staff and board regarding the complaint procedures and non-discrimination obligations set forth in this policy. The annual training will include an overview of complaint policies and procedures, including staff responsibility to refer discrimination complaints from program beneficiaries to the appropriate agencies listed above and to the designated Civil Rights Liaison. WASAC staff will sign a form certifying receipt of the Non-Discrimination Policy and completion of Non-Discrimination Policy training. New staff will receive Non-Discrimination Policy training within 60 days of start date. Such training shall be documented by including a copy of the written material provided and a list of attendees.