

**Schoharie County Soil and Water Conservation District
NEW YORK STATE
GOVERNOR'S OFFICE OF STORM RECOVERY (GOSR)
COMMUNITY DEVELOPMENT BLOCK GRANT-DISASTER RECOVERY (CDBG-DR)
PROGRAM**

AFFIRMATIVE ACTION PLAN

The Schoharie County Soil and Water Conservation District has adopted the following Affirmative Action Plan to meet the Equal Employment Opportunity (EEO) requirements of Executive Order 11246 and the program policies of the New York State Community Development Block Grant-Disaster Recovery (CDBG-DR) Program. Executive Order 11246 prohibits federal contractors and subcontractors from engaging in workplace employment discrimination on the basis of age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.

- 1) The Schoharie County Soil and Water Conservation District is committed to equal employment opportunity and as part of its Affirmative Action Plan shall:
 - a) Recruit, hire, upgrade, train, and promote in all job classifications, without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.
 - b) Base employment decisions on the principles of equal employment opportunity, and with the intent to further the Schoharie County Soil and Water Conservation District commitment to affirmative action;
 - c) Ensure that all terms and conditions of employment such as compensation, benefits, layoff, return from layoff, training, educational tuition assistance, and social and recreation programs, shall be administered without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.
 - d) Ensure that promotion decisions will be made in accordance with the principles of affirmative action by imposing only valid requirements for promotional opportunities;
 - e) Take action to prevent harassment or intimidation of all employees, particularly those encompassed by the Schoharie County Soil and Water Conservation District affirmative action efforts.
- 2) The Schoharie County Soil and Water Conservation District will post the federal EEO Poster in a conspicuous location.
- 3) In all solicitations or advertisements for employment the Schoharie County Soil and Water Conservation District shall state that all qualified applicants will receive consideration for employment without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.
- 4) The Schoharie County Soil and Water Conservation District will maintain written employment records to demonstrate compliance with Executive Order 11246.
- 5) The Schoharie County Soil and Water Conservation District will pursue opportunities to recruit and develop qualified job candidates to avoid employment barriers and to ensure equal opportunity for candidates.
- 6) The Schoharie County Soil and Water Conservation District Affirmative Action Plan will be posted on the Human Resources Office web page at www.schohariesoilandwater.org.

The District Manager has been assigned responsibility for the implementation and administration of this Affirmative Action Plan.