



**Affirmative Action & 4-H**

***Since the Civil Rights Act of 1964, it has been illegal to use federal funds to conduct any program that does not actively pursue compliance with the Civil Rights Act of 1964, Title VI.***

<b><i>Affirmative Action Plan</i></b>	<ul style="list-style-type: none"> <li>• To see that the youth of this state are served without discrimination with regard to race, creed, color, religion, disability, sex, sexual orientation, marital status, national origin, political opinions or affiliations.</li> <li>• Selected projects or programs may have age restrictions.</li> <li>• The plan calls for us to involve young people from minority population segments of our community.</li> </ul>
<b><i>Affirmative Action Reporting</i></b>	<ul style="list-style-type: none"> <li>• Each county submits an annual Affirmative Action Report.</li> <li>• Clubs that are not in parity must make all reasonable efforts to achieve parity.</li> </ul>
<b><i>What is parity?</i></b>	<ul style="list-style-type: none"> <li>• The percent distribution of program participants by race and gender being proportionate to the respective percent distribution in the potential audience population.</li> </ul>
<b><i>All Reasonable Efforts</i></b>	<ul style="list-style-type: none"> <li>• Use of all available mass media – radio, newspaper &amp; television to inform potential recipients of programs and opportunities to participate.</li> <li>• Personal letters and circulars addressed to defined potential recipients inviting them to participate including dates and places of meetings.</li> <li>• Personal visits to a representative number of defined potential recipients in the geographically defined areas to encourage participation.</li> </ul>
<b><i>Reporting</i></b>	<ul style="list-style-type: none"> <li>• Include Affirmative Action statement at the conclusion of any press release that is submitted to a newspaper.</li> <li>• Document everything. Keep a copy of personal letters, newsletters, brochures, etc. that are sent to individuals.</li> <li>• Keep a written log of face-to-face contacts that are made with potential recipients.</li> <li>• Submit all documentation to the Extension Office each February to be used in the annual Affirmative Action Report.</li> </ul>

**Affirmative Action Statement for all Program Announcements:**

Participation shall not be denied on the basis of race, color, religion, sex, national origin, disability, sexual orientation, marital or family status, or political beliefs. Persons with disabilities should contact the Extension Office at least 10 working days prior to the event so that proper consideration can be given to the request.

**Affirmative Action Statement for all other materials:**

“The Foundation for the Gator Nation” an Equal Opportunity Institution.