



## **Pharr Literacy Project, Inc. Equal Opportunity Employment Policy**

Equal Employment Opportunity is the law; discrimination is prohibited by the Equal Pay Act of 1963, the Civil Rights Act of 1964, the Executive Order 11246, the Age Discrimination in Employment Act of 1967, as amended, the Education Amendments of 1972, the Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Act of 1974, the Immigration Reform and Control Act of 1986, the Americans with Disabilities Act of 1990, and the Texas Labor Code, Chapter 21. Anyone who believes he or she has been discriminated against on the basis of race, color, religion, sex, national origin, disability, age, citizenship status, or Vietnam era or special disabled veteran status may contact the United States Government's Equal Employment Opportunity Commission, the Office of Federal Contract Compliance Programs (both of which are in San Antonio), or the Texas Workforce Commission, Civil Rights Division, which is located in Austin.

The Pharr Literacy Project, Inc. is an equal employment opportunity employer. PLP does not discriminate on any basis prohibited by applicable Federal and/or State law including race, color, religion, sex, national origin, disability, age, citizenship status, Vietnam era or special disabled veteran status in recruitment, employment, promotion, compensation, benefits, or training. PLP remains committed to seeking the best-qualified person to fill each available position and will reward each employee based on his/her job performance. All personnel actions will be administered without regard to race, color, religion, sex, national origin, disability, age, citizenship status, Vietnam era or special disabled veteran status, or sexual orientation.

This Equal Employment Opportunity policy shall be implemented throughout PLP. It is the responsibility of all personnel to ensure PLP's compliance. Monitoring and reporting procedures for staff are in place. Complaints regarding impermissible discrimination should be brought to the attention of any one of the Board of Directors (See attached listing of Board of Directors) or the Sites Coordinator (Kelly Michal - 956-460-0163). No employee should fear reprisals.