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EQUAL OPPORTUNITY and  
NONDISCRIMINATION POLICY  
regarding  
EIGHTCAP'S PROVISION OF SERVICES

WHEREAS, various federal laws that govern and relate to the provision of services through programs administered by EightCAP, Inc. including the Civil Rights Act of 1964 [42 U.S.C § 2000d], the Rehabilitation Act of 1973 [29 U.S.C. § 794], the Age Discrimination Act of 1975 [42 U.S.C. §§ 6101 et seq.], the Americans with Disabilities Act of 1990 [42 U.S.C. §§ 12101 et seq.], Section 654(a) and (c) of the Improving Head Start for School Readiness Act of 2007 [42 U.S.C. §§ 9849(a) and (c)], Section 678F(c)(1) of the Community Services Block Grant Act of 1998, [42 U.S.C. § 9918(c)(1)], any amendments thereto, and other relevant laws make it illegal to deny the opportunity to receive services to any person because of age, color, disability, experience, gender, gender identification or expression, formal education, handicap, marital or parental status, military service, national origin including limited English Proficiency, political affiliation, race, religion/creed, sex, or sexual orientation; and,

WHEREAS, various state laws that govern and relate to the programs administered by EightCAP, Inc. including the Michigan Elliott-Larsen Civil Rights Act, PA 453 of 1976 and the Persons with Disabilities Civil Rights Act (P.A. Act 220 of 1976), any amendments thereto, and other relevant laws make it illegal to deny the opportunity to receive services provided by EightCAP, Inc. to any person because of age, color, disability, familial status, height, marital status, national origin, race, religion, sex, or weight; and,

WHEREAS, EightCAP has entered into contracts with various federal and state agencies; receives funding derived from the federal and state governments; and provides services authorized and enabled through federal and state laws, rules, and regulations;

THEREFORE, IT IS RESOLVED, that in accordance with federal and state laws, EightCAP, Inc. shall provide equal opportunity to its services and programs without regard to age, color, disability, familial status, experience, gender, gender identification or expression, formal education, handicap, height, marital or parental status, military service, national origin including limited English Proficiency, political affiliation, race, religion/creed, sex, sexual orientation, or weight; and,

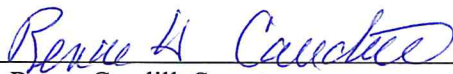
FURTHERMORE, this Policy replaces, as of the date of its adoption, any policy or resolution previously adopted by the EightCAP Governing Board related to equal opportunity for receiving services based on an individual's classification(s) including the "Affirmation of Nondiscrimination" adopted on December 14, 2007, and the "Fair Housing Policy" adopted on November 19, 2010, and any others related to equal access to EightCAP services for an individual who is a member of a protected class; and,

FURTHERMORE, EightCAP, Inc. will post this Policy in a conspicuous location at each location where it regularly and continuously conducts business and on its official website;

FURTHERMORE, EightCAP's policies related to equal employment opportunities can continue to be found in the EightCAP Personnel Policies; and

FURTHERMORE, any EightCAP Employee found to be in violation of this Policy may be subject to discipline in accordance with the EightCAP Personnel Policies up to and including termination.

This Policy was adopted by the EightCAP, Inc. Governing Board at its meeting on January 25, 2019, and shall take immediate effect.

  
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Renae Caudill, Secretary  
EightCAP, Inc. Governing Board

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January 25, 2019  
Date

Daniel Petersen - President