

Ethiopian Community Services, Inc. (ECS)

STATEMENT OF NON-DISCRIMINATION

At a meeting of the governing body of ECS held on October 31, 1996 the governing body adopted a policy of nondiscrimination as follows:

1. Non person is excluded from service because of age (except as provided by law), ancestry, color, creed, disabled veteran, marital status, national origin, qualified disabled individual, race religion, sex (except as provided by law), sexual orientation, or veteran of the Vietnam war.
2. There is no segregation of persons served on the basis of age (except as provided by law), ancestry, color, creed, disabled veteran, marital status, national origin, qualified disabled individual, race, religion, sex (except as provided by law), sexual orientation, or veteran of the Vietnam war.
3. There is no discrimination on the basis of age (except as provided by law), ancestry, color, creed, disabled veteran, marital status, national origin, qualified disabled individual, race, religion, sex (except as provided by law), sexual orientation, or veteran of the Vietnam war with regard to hiring, assignment, promotion or other conditions of staff employment or opportunities for employment.
4. The agency has a written plan for positive action to achieve equal employment opportunity for all persons in the filling of its staff positions including elements such as contracts with various organizations in the community, including minority group organizations: regarding the agency's employment needs, recruitment advertisements in minority groups new media where advertising in general media is used to fill jobs, identifying the agency an equal employment opportunity employer in recruitment advertisements, and using job referral services of only those employment agencies which do not discriminate on the basis of age (except as provided by law), ancestry, color, creed, disabled veteran, marital status, national origin, qualified disabled individual, race, religion, sex (except as provided by law), sexual orientation or veteran of the Vietnam war in making referrals.
5. There is no discrimination on the basis of age (except as provided by law), ancestry, color, creed, disabled veteran, marital status, national origin, qualified disabled individual, race, religion, sex (except as provided by law), sexual orientation, or veteran of the Vietnam war in membership with the agency, membership on the agency's governing body, or serving as a volunteer with the agency.

I certify that the practices of this organization conform to the above statements.

10/31/96

Date

Dr. Tenagne Mekbeb

Dr. Tenagne Mekbeb, Chairperson
Board of Directors