**Affirmative action policy**

Introduction

The Boys and Girls Club of Lake Tahoe’s (BGCLT) Statement of Policy and Intent represents our commitment to equal employment and educational opportunity. In conformity with federal and state law and BGCA policy we are guided by the principle that there shall be no difference in the treatment of individuals because of race, color, creed, religion, national origin, sex, age, disability, veteran status, or sexual orientation. Equal opportunity and access to programs shall be available to all members of the Club.

In the employment of all personnel, BGCLT is obligated to support federal and state policies which seek to achieve equal opportunity in employment for members of underrepresented groups, women, individuals with disabilities, and Vietnam era and disabled veterans. As used in this document, underrepresented groups will include African-American, Hispanic, Asian, Hawaiian/Pacific Islander, American Indian/Alaskan Native. Three important concepts are embodied in equal employment opportunity:

1. Nondiscrimination
2. Affirmative Action
3. Support for Diversity, Equity and Inclusion

Affirmative action requires more than employment neutrality. It requires BGCLT to make additional efforts to recruit, employ, retain, and promote qualified women, members of underrepresented groups, individuals with disabilities, and Vietnam era and disabled veterans. The affirmative action concept requires positive action to insure against perpetuation of benign neutrality in employment practices.

## Equal Employment Opportunity

## Through the policies and programs set forth in the Affirmative Action Plan, BGCLT undertakes to comply fully with all federal, state, and local laws relating to educational opportunity, equal employment opportunity, and affirmative action.

## Overall responsibility for implementation of the affirmative action plan is delegated by the Board of Directors to the Executive Director, Club Director and all managers employed at the Club.

## Responsibilities include, but are not necessarily limited to the following:

## Overall programmatic responsibility to assure that all employment practices are conducted in a manner which does not discriminate unlawfully.

## Overall direction of the Affirmative Action Plan

## Maintenance of central personnel and related records in a manner facilitating achievement of the goals of the Affirmative Action Plan. All records should be kept for the current year and three previous years.

BGCLT employment benefits will be formulated and administered without discrimination.

Support for Diversity, Equity and Inclusion

At BGCLT, we take a stand for the future of America’s children. We condemn any act of racism or discrimination. We stand for safety, health, dignity and equitable opportunity. We advocate for youth and encourage young people to harness the power of their voice. We believe:

* All young people should be afforded the guarantee of fair treatment, access and opportunity.
* There are historically marginalized, underserved and underrepresented populations.
* Systemic racism has a traumatic impact on young people.
* Our mission compels us to identify and eliminate barriers that have prevented the full participation and advancement of some groups in this country, particularly Black, Brown, Indigenous and other persons of color.
* The essential work that is needed to dismantle oppressive and unjust systems is complex and requires intentional and decisive action nationally, locally and within our own organizations.
* Addressing systemic injustice cannot be accomplished by a single organization.
* It is only through a collective effort that we can create a future that is equitable and accessible to all.

This Affirmative Action Statement will be treated as a public document and made available to any staff member, Club participant or member of the public who requests to see it.