

**TOWN OF OLIVE  
RESOLUTION #15 OF 2015**

**A RESOLUTION TO ADOPT AN AFFIRMATIVE ACTION PLAN AS REQUIRED  
UNDER THE NEW YORK STATE COMMUNITY DEVELOPMENT BLOCK GRANT-  
DISASTER RECOVERY (CDBG-DR) PROGRAM.**

**WHEREAS**, the Town of Olive is a subrecipient receiving New York State Community Development Block Grant-Disaster Recovery (CDBG-DR) funds, as administered by the Governor's Office of Storm Recovery (GOSR) of the New York State Housing Trust Fund Corporation (HTFC) to assist in addressing unmet needs from either Hurricane Irene, Tropical Storm Lee, or Superstorm Sandy; and,

**WHEREAS**, participation in the New York State CDBG-DR Program requires the adoption and implementation of an Affirmative Action Plan to meet the Equal Employment Opportunity (EEO) requirements of Executive Order 11246 and other program policies; and,

**WHEREAS**, the purpose of this plan is to prohibit workplace employment discrimination on the basis of age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.

**NOW, THEREFORE, BE IT RESOLVED** by the Town of Olive that the attached Affirmative Action Plan be hereby officially adopted for implementation in the Town of Olive New York State CDBG-DR Program.

**TOWN OF OLIVE  
NEW YORK STATE  
GOVERNOR'S OFFICE OF STORM RECOVERY (GOSR)  
COMMUNITY DEVELOPMENT BLOCK GRANT-DISASTER RECOVERY PROGRAM**

**AFFIRMATIVE ACTION PLAN**

The Town of Olive has adopted the following Affirmative Action Plan to meet the Equal Employment Opportunity (EEO) requirements of Executive Order 11246 and the program policies of the New York State Community Development Block Grant-Disaster Recovery (CDBG-DR) Program. Executive Order 11246 prohibits federal contractors and subcontractors from engaging in workplace employment discrimination on the basis of age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.

- 1) The Town of Olive is committed to equal employment opportunity and as part of its Affirmative Action Plan shall:
  - a) Recruit, hire, upgrade, train, and promote in all job classifications, without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.
  - b) Base employment decisions on the principles of equal employment opportunity, and with the intent to further the (subrecipient's) commitment to affirmative action;
  - c) Ensure that all terms and conditions of employment such as compensation, benefits, layoff, return from layoff, training, educational tuition assistance, and social and recreation programs, shall be administered without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.
  - d) Ensure that promotion decisions will be made in accordance with the principles of affirmative action by imposing only valid requirements for promotional opportunities;
  - e) Take action to prevent harassment or intimidation of all employees, particularly those encompassed by the (subrecipient's) affirmative action efforts.
- 2) The Town of Olive will post the federal EEO Poster in a conspicuous location.
- 3) In all solicitations or advertisements for employment the Town of Olive shall state that all qualified applicants will receive consideration for employment without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status,

veteran status, disabled veteran status, or status as a member of any other protected group or activity.

- 4) The Town of Olive will maintain written employment records to demonstrate compliance with Executive Order 11246.
- 5) The Town of Olive will pursue opportunities to recruit and develop qualified job candidates to avoid employment barriers and to ensure equal opportunity for candidates.
- 6) The Town of Olive Affirmative Action Plan will be posted on the Human Resources Office web page at [www.town.olive.ny.us](http://www.town.olive.ny.us)
- 7) The Town Supervisor has been assigned responsibility for the implementation and administration of this Affirmative Action Plan.