



To Our Friends and Cooperators:

As a recipient of federal funds from the United States Department of Agriculture, Penn State Cooperative Extension is mandated by federal and state government to ensure that its educational programs and services are accessible for the benefit of all persons who may wish to participate. Title VI of the Civil Rights Act of 1964; Title IX of the Education Amendment of 1972; and more recently, The Americans With Disabilities Act of 1990 (ADA), require that educational programs be offered on a nondiscriminatory basis.

Our Civil Rights Performance Plan for Penn State Cooperative Extension requires that we periodically receive a written statement from each organization with whom we assist or conduct educational programs affirming that it follows nondiscriminatory practices based upon race, color, national origin, religion, sex, sexual orientation, handicap or disability, age, or veteran status, as provided by law, or please send us a copy of your organizations' non discriminatory policy.

In the past, your organization provided us with a signed postcard affirming equal opportunity and nondiscrimination. We presume that nondiscrimination is still a policy of your organization, and your cooperation in signing the statement on the enclosed card reaffirming that policy and your nondiscriminatory practices will be deeply appreciated.

For your information, the complete affirmative action statement of Penn State University is detailed at the bottom of this letter.

Thank you for your continued support of Penn State Cooperative Extension's equal opportunity and nondiscrimination program objectives as we work together on educational programs of interest and benefit to residents in the Commonwealth.

Sincerely,



Dennis Calvin
Interim Director of Cooperative Extension

Enclosure

The Pennsylvania State University is committed to the policy that all persons shall have equal access to programs, facilities, admission, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by University policy or by state or federal authorities. It is the policy of the University to maintain an academic and work environment free of discrimination, including harassment. The Pennsylvania State University prohibits discrimination and harassment against any person because of age, ancestry, color, disability or handicap, national origin, race, religious creed, sex, sexual orientation, gender identity, or veteran status. Discrimination or harassment against faculty, staff, or students will not be tolerated at The Pennsylvania State University. Direct all inquiries regarding the nondiscrimination policy to the Affirmative Action Director, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-2801; Tel 814-865-4700/V, 814-863-1150/TTY.