

Ellicott Creek Volunteer Fire Company Equal Opportunity Policy

Ellicott Creek Volunteer Fire Company, Inc. complies with Federal civil rights laws and is committed to providing its programs and services without discrimination in accordance with:

- Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, or national origin (including language).
- Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination based on disability.
- Title IX of the Education Amendments Act of 1972, which prohibits discrimination based on sex in education programs or activities.
- Age Discrimination Act of 1975, which prohibits discrimination based on age.
- U.S. Department of Homeland Security regulation 6 C.F.R. Part 19, which prohibits discrimination based on religion in social service programs.

In addition, ECVFC provides equal opportunity to all applicants, members, and program beneficiaries without regard to race (including traits historically associated with race), color, sex, age, disability, religion (including religious clothing, attire, and facial hair), creed, national origin, citizenship or immigration status, genetic information or predisposition, marital status, familial status, pregnancy-related condition, sexual orientation, gender identity or expression, political belief or activity, military status, veteran status, victims of domestic violence status, association, reproductive health decision making, or any other status protected by law.

ECVFC also prohibits discrimination against members and covered individuals, including program beneficiaries, who have limited English proficiency, and follows the Town of Amherst Limited English Proficiency (LEP) plan, found here (beginning on page 26):

https://www.amherst.ny.us/pdf/humanresources/title_vi/200831_title_vi_plan.pdf.

The policy applies to all areas of membership, including recruitment, training and development, promotion, transfer, separation, benefits, social and recreational programs, and all other conditions and privileges of membership in accordance with applicable federal, state, and local laws.

It is the policy of Ellicott Creek Volunteer Fire Company, Inc. to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA). ECVFC will not discriminate against any qualified member or applicant with respect to any terms, privileges, or conditions of membership because of a person's physical or mental disability. ECVFC will make reasonable accommodation wherever necessary for all members or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the position and provided that any accommodations made do not require significant difficulty or expense.

You must notify the Board of Directors of your need for an accommodation. Upon doing so, an officer may ask you for your input on the type of accommodation you believe may be necessary and the functional limitations caused by your disability. Additionally, when appropriate, ECVFC may request your written authorization to obtain additional information from your physician or other medical or rehabilitation professionals to verify your need for an accommodation.

Equal opportunity and compliance with the Americans with Disabilities Act are reflected in all of ECVFC's practices and policies. All matters relating to membership are based upon ability to perform the job, as well as dependability and reliability once a member.

Should a program beneficiary (e.g., program participant, customer, client, consumers etc.) request or require reasonable accommodation under the ADA, the member or officer who has become aware of such request for accommodation shall document that request and notify the Board of Directors.