

1.0 Statement of Policy

Southwest Iowa Planning Council has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

Southwest Iowa Planning Council's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

Southwest Iowa Planning Council is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

As Southwest Iowa Planning Council's Executive Director, I maintain overall responsibility and accountability for Southwest Iowa Planning Council's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Alexis Fleener, SWIPCO's community development coordinator as Southwest Iowa Planning Council's EEO Officer. The EEO Officer will report directly to me and acts with my authority with all levels of management, and employees.

EEO Officer Contact Information

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All Southwest Iowa Planning Council management share in the responsibility for implementing and monitoring Southwest Iowa Planning Council's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. Southwest Iowa Planning Council will evaluate its managers' and supervisors' performance on their successful implementation of Southwest Iowa Planning Council's policies and procedures, in the same way Southwest Iowa Planning Council assesses their performance regarding other agency goals.