

**LIVINGSTON PARISH  
STATE OF LOUISIANA  
COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM**

**AFFIRMATIVE ACTION PLAN**

The Livingston Parish Government 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 Louisiana Community Development Block Grant (CDBG) 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 Livingston Parish Government is committed to equal employment opportunity and as part of its Affirmative Action Plan and 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 Parish'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 Parish's affirmative action efforts.
- 2) The Livingston Parish Government will post the federal EEO Poster in a conspicuous location.
- 3) In all solicitations or advertisements for employment the Livingston Parish Government 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 Livingston Parish Government will maintain written employment records to demonstrate compliance with Executive Order 11246.
- 5) The Livingston Parish Government will pursue opportunities to recruit and develop qualified job candidates to avoid employment barriers and to ensure equal opportunity for candidates.
- 6) The Parish's Affirmative Action Plan will be posted on the Human Resources Office web page at [livingstonparishla.gov/hr](http://livingstonparishla.gov/hr).
- 7) The Human Resource Manager (Rhonda Walker) has been assigned responsibility for the implementation and administration of this Affirmative Action Plan.