

PARTICIPATION AGREEMENT

We agree to allow Kerr County United Way the right to inspect and audit this agency's books and financial records, if it is deemed necessary.

We agree to participate actively in the ANNUAL FUNDRAISING CAMPAIGN, and to support Kerr County United Way's efforts throughout the year, including but not limited to:

- ▶ Identify the agency as a United Way participating agency on letterhead, if, possible, and in all publicity and educational efforts in the community.
- ▶ Have the agency's staff/board members/volunteers and/or workers actively participate in the annual United Way Presentations and its ANNUAL FUNDRAISING CAMPAIGN.
- ▶ Encourage the agency, Board of Directors, staff, and volunteers pledge to Kerr County United Way.
- ▶ Attach three (3) client stories that are representative of people helped in the past year. Please change their names and give stories that can be printed and/or placed in social media.

NON-DISCRIMINATION POLICIES

We do not exclude anyone from service because of race, ethnic origin, religion, or gender and there is no segregation of persons served on the basis of race, ethnic origin, religion, or gender.

With regard to hiring, assignment, promotion or other conditions of staff employment we do not discriminate on the basis of race, ethnic origin, religion, or gender.

This agency has a written plan for positive action to achieve equal employment opportunity for all persons in the filling of its staff positions including elements such as contacts with various organizations in the community, including minority group organizations, regarding the agency's employment needs, recruitment advertisements in minority group news media where advertising in the general media is used to fill jobs, identifying the agency as an equal employment opportunity employer in recruitment advertisements, and the use for job referral purposes of only those employment agencies that do not discriminate on the basis of race, ethnic origin, religion, or gender in making referrals.

We do not discriminate on the basis of race, ethnic origin, religion, or gender in membership on the agency's governing body.

The practices of this organization conform to the non-discrimination policy stated above.

Signature of Chief Administrator

Signature of Board Officer

Print Name and Title

Print Name and Title