

## **Equal Employment Opportunity Policy**

Date of Adoption: September 22, 1976

#P76-01

**Whereas**, the governing body of the County of Lenawee declares it to be the policy of the County of Lenawee to provide equal opportunity in employment and advancement, and to administer its employment policies without regard to race, color, religion, sex, age, national origin, creed, or political affiliation;

**Now Therefore Be It Resolved**, that a policy of non discrimination will prevail throughout every aspect of employment practices including, but not limited to, the following:

- 1) Recruit, hire and promote in all job classifications without regard to race, color, religion, sex, age, national origin, creed, or political affiliation except where sex or age is a bona fide occupational qualification;
- 2) All decisions for hiring or promotions shall be based solely upon each individual's qualifications for the position to be filled;
- 3) All other personnel actions such as compensation, benefits, transfers, layoffs, returns from layoffs, County sponsored training, education, tuition assistance, social and recreation programs will be administered without regard to race, color, religion, sex, age, national origin, creed, or political affiliation;
- 4) The County of Lenawee will undertake a program of affirmative action to make widely known, especially to minorities that equal employment opportunities are available on the basis of individual merit and to actively encourage all persons to seek employment and to strive for advancement on this basis.
- 5) The County of Lenawee annually will conduct a survey and an analysis of the employees work force to ascertain what measures, if any, may be needed to effectively maintain conformance with this equal opportunity policy;
- 6) It is the intent of the governing body that this policy shall be enforced the same as any other policy of the governing body. Any deliberate attempt to thwart or to circumvent this policy shall be grounds for disciplinary action including demotion or discharge.