

Subject: EQUAL OPPORTUNITY/AFFIRMATIVE ACTION

Date: October 1, 1997

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Replaces Policy Dated: July 10, 1993

PURPOSE: To define Pinal County's position regarding Nondiscrimination and Affirmative Action in all matters pertaining to employment throughout the organization.

SCOPE: The policy applies to all applicants and employees throughout every aspect of the employment relationship including, but not limited to: recruitment, selection, placement, training, compensation, benefits, promotion, transfer, discipline, termination, and social and recreational programs.

STATEMENT OF POLICY: Pinal County provides equal employment opportunity for all applicants and employees. The County does not unlawfully discriminate on the basis of race, color, religion, gender, national origin, ancestry, marital status, sexual orientation, age, physical or mental disability, medical condition, or veteran status. The County also makes reasonable accommodation for disabled and disabled veteran employees and for employee's religious observances and practices.

The County develops and maintains Affirmative Action Plans and Programs designed to achieve, in all non-elected job groups and in all organizational units, a work force that is fully representative of the composition of our community and labor markets, throughout the employment process, including hiring, training, and promotional practices.

The County has adopted the definitions used by applicable enforcement agencies such as the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs (OFCCP).

It is the responsibility of every employee to cooperate with the spirit and intent of this policy.