



# MARIPOSA COUNTY

Human Resources/Risk Management • (209) 966-3222



## **RESOLUTION - ACTION REQUESTED 2018-399**

MEETING: August 14, 2018  
TO: The Board of Supervisors  
FROM: Steve Dahlem, County Counsel - Interim Human Resources Director  
RE: Amend the Equal Employment Opportunity Policy Statement

---

### **RECOMMENDATION AND JUSTIFICATION:**

Amend Mariposa County's Policy and Program of Mariposa County Employment by rescinding section II of the policy titled "Nondiscrimination and Equal Employment Opportunity Policy Statement" and replacing it with the "Mariposa County Equal Employment Opportunity Policy Statement."

The existing policy statement, which was adopted in 1990, is outdated and it's important that Mariposa County amends the policy to capture federal and State legal mandates prohibiting discrimination against employees, officers, officials, and other classes of people without regard to race, religion, gender, and other characteristics protected by federal, state, or local laws.

All employees of the County will continue to understand their responsibility to contribute toward the importance of the policy and effectively carry out its objectives.

### **BACKGROUND AND HISTORY OF BOARD ACTIONS:**

At their meeting of June 12, 1990, the Board of Supervisors approved the existing Equal Employment Opportunity Policy Statement.

### **ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

A negative action will result in the continuation of Mariposa County having an outdated policy in place.

### **FINANCIAL IMPACT:**

N/A

### **ATTACHMENTS:**

**EEO Policy-draft (PDF)**

**RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]**

**MOVER:** Merlin Jones, District II Supervisor

**SECONDER:** Marshall Long, District III Supervisor

**AYES:** Smallcombe, Jones, Long, Cann, Menetrey

**MARIPOSA COUNTY**  
**EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

The County of Mariposa is an equal opportunity employer committed to an active and effective Equal Employment Opportunity Program. It is the stated policy of the County of Mariposa that all employees, officers, officials, applicants for employment, volunteers, contractors, unpaid interns, and recipients of services shall receive equal consideration and treatment in employment and services without regard to race, religion, color, sex (including gender, gender identity, gender expression, transgender, pregnancy, and breastfeeding), national origin, ancestry, disability, medical condition, genetic characteristics or information, marital status, age, sexual orientation (including homosexuality, bisexuality, or heterosexuality), or any other basis protected by law.

This policy, applies to all terms and conditions of employment including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. These terms and conditions of employment will be on the basis of applicants' merit including individual skills, knowledge and abilities, and the feasibility of reasonable accommodations.

The purpose of this policy is to ensure nondiscrimination in employment and wherever possible to actively recruit and include for consideration for employment all qualified minorities, women, economically disadvantaged individuals and people with disabilities.

The County Administrative Officer serves as the Equal Employment Opportunity Coordinator. The Human Resources Director shall be designated as the Assistant Equal Employment Opportunity Coordinator. All inquiries concerning the application of federal and state employment laws should be directed to the Human Resources Director.

Any complaints alleging discrimination involving any employees, applicants, volunteers, contractors, or recipients of services shall be filed with the Human Resources Director. The Human Resources/Risk Management Department will initiate an investigation and follow-up on any such complaints.

To achieve the goals of the County's Equal Employment Opportunity Policy, it is necessary that all department heads, elected officials, and employees of the County understand the importance of the policy and their responsibility to contribute toward its achievement.