

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA # *B-3

Urgent Routine

AGENDA DATE January 5, 2016

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval of the 2016 Annual Equal Rights/Non-Discrimination Commitment Statement

STAFF RECOMMENDATIONS:

Authorize the Chairman of the Board of Supervisors and the Chief Executive Officer to sign the attached 2016 Annual Equal Rights/Non-Discrimination Statement

FISCAL IMPACT:

There is no fiscal impact associated with this item.

BOARD ACTION AS FOLLOWS:

No. 2016-10

On motion of Supervisor O'Brien, Seconded by Supervisor Withrow

and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Withrow, DeMartini, and Chairman Monteith

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:

ATTEST:


CHRISTINE FERRARO TALLMAN, Clerk

File No.

Approval of the 2016 Annual Equal Rights/Non-Discrimination Commitment Statement

DISCUSSION:

Each year the County's Equal Rights staff reviews and submits an updated Equal Rights/Non-Discrimination Statement to the County Board of Supervisors. This year, the statement was amended to prohibit discrimination or harassment against family members of employees because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

Upon approval, the statement will be distributed to all County Departments, the County's Equal Rights Commission, posted to the County's website, and to local community organizations. In addition, the County offers two classes for employees; Mandatory Sexual Harassment (AB 1825) and Preventing Workplace Harassment, Discrimination, and Retaliation. Both courses educate our workforce on the County's commitment to our Equal Rights Program.

POLICY ISSUE:

County policy states the County's Equal Rights/Non-Discrimination Statement must be reviewed, updated if necessary, and disseminated annually both within the County and among community organizations. Approval of this Commitment Statement communicates the County's dedication to a clearly defined Equal Rights program, which was established to assure Equal Employment Opportunity and non-discrimination towards our employees, applicants, and those seeking the services provided by County government.

STAFFING IMPACT:

There is no staffing impact associated with this recommendation.

CONTACT INFORMATION:

Nancy Bronstein, Deputy Executive Officer, 209-525-6333



STANISLAUS COUNTY

EQUAL EMPLOYMENT OPPORTUNITY/
NON-DISCRIMINATION STATEMENT 2016

The Board of Supervisors of Stanislaus County hereby reaffirms its commitment to a clearly defined Equal Employment Opportunity Program to ensure that all people will work under equal opportunity conditions and that employment decisions in County service are made in accordance with Equal Employment Opportunity principles in compliance with state and federal legal requirements.

It is hereby reaffirmed that there shall be no discrimination in County employment policies and practices including pre-employment medical examinations and inquiries, recruitments, advertising, testing, certification, hiring, transfers, promotions, job assignment, training, compensation, benefits, leaves of absence, layoffs (including reemployment), terminations, and all other conditions of employment based on race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, pregnancy related condition, marital status, gender/sex, sexual orientation, gender identity, gender expression, age (over 40), political affiliation or belief, or military and veteran status. Moreover, it is further reaffirmed that our Workplace Harassment, Discrimination, and Anti-Retaliation Policy includes prohibition of harassment (visual, verbal, or physical) of or discrimination against an employee or their family members, applicant, unpaid intern, volunteer, independent contractor, or client based on the conditions enumerated above. The policy also prohibits retaliatory discrimination or harassment against a person or their family members because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

It is further reaffirmed that the County is also clearly committed to comply with all laws enforced by the EEOC including; Section 504 of the Rehabilitation Act of 1973 as amended (29 U.S.C. 797), the Americans with Disabilities Act (ADA) of 1990, and Title VII of the Civil Rights Act of 1964 (P.L. 88-352) to the end that no person in the United States shall, on the basis of proscribed grounds, be excluded from participation, be denied the benefits, or be otherwise subjected to discrimination under any program or activity in which the County receives Federal financial assistance.

It will be the Chief Executive Officer's responsibility, in concert with those persons cited in the County's Equal Employment Opportunity Program, to effectively carryout the Board's commitment of assuring Equal Employment Opportunity and non-discrimination towards those who seek the services provided by County government.

This statement shall be updated annually and upon approval it will be distributed to all County Departments, posted to the County website and distributed to local community organizations.

Stan Risen
Chief Executive Officer

Dick Monteith
Chairman, Board of Supervisors