

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

DEPT: Chief Executive Office

BOARD AGENDA:6.B.7
AGENDA DATE: January 9, 2018

SUBJECT:

Approval of the 2018 Annual Equal Rights/Non-Discrimination Commitment Statement

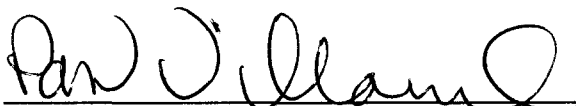
BOARD ACTION AS FOLLOWS:

RESOLUTION NO. 2018-0032

On motion of Supervisor Chiesa , Seconded by Supervisor Withrow
and approved by the following vote,
Ayes: Supervisors: Olsen, Chiesa, Withrow, Monteith, and Chairman DeMartini
Noes: Supervisors: None
Excused or Absent: Supervisors: None
Abstaining: Supervisor: None

- 1) Approved as recommended
- 2) Denied
- 3) Approved as amended
- 4) Other:

MOTION:

ATTEST: 
PAM VILLARREAL, Assistant Clerk

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
AGENDA ITEM**

DEPT: Chief Executive Office

BOARD AGENDA:6.B.7
AGENDA DATE: January 9, 2018

CEO CONCURRENCE: YES

4/5 Vote Required: No

SUBJECT:

Approval of the 2018 Annual Equal Rights/Non-Discrimination Commitment Statement

STAFF RECOMMENDATION:

1. Authorize the Chairman of the Board of Supervisors and the Chief Executive Officer to sign the attached 2018 Annual Equal Rights/Non-discrimination Statement.

DISCUSSION:

Each year the County's Equal Rights staff reviews and submits an updated Equal Employment Opportunity/Non-Discrimination Statement to the County Board of Supervisors. This year, the statement did not require any changes to the protected classes.

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 Employment Opportunity/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 services provided by County government.

FISCAL IMPACT:

There is no fiscal impact associated with this item.

BOARD OF SUPERVISORS' PRIORITY:

The recommended action is consistent with the Boards' priority of *Delivering Efficient Public Services* by supporting Equal Employment Opportunities.

STAFFING IMPACT:

There is no staffing impact associated with this recommendation.

CONTACT PERSON:

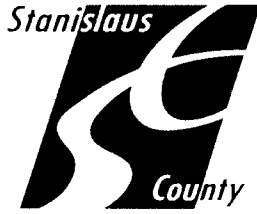
Tamara Thomas, Human Resources Director

Telephone: 209-525-6333

ATTACHMENT(S):

1. 2018 EEO Commitment Statement

Attachment A



STANISLAUS COUNTY

EQUAL EMPLOYMENT OPPORTUNITY/
NON-DISCRIMINATION STATEMENT 2018

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 including perception of a 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 member because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

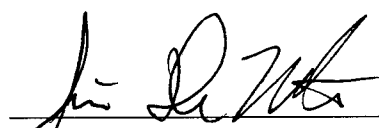
It is further reaffirmed that the County is also clearly committed to comply with all laws enforced by the EEOC including; Section 504 of the Rehabilitation Act of 1973 as amended (29 U.S.C. 797), the Americans with Disabilities Act (ADA) of 1990, and Title VII of the Civil Rights Act of 1964 (P.L. 88-352) 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.



Jody Hayes
Chief Executive Officer



Jim DeMartini
Chairman, Board of Supervisors