

SECTION 1.01 EQUAL EMPLOYMENT OPPORTUNITY

Jefferson County Board of Developmental Disabilities (JCBDD) is an equal opportunity employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, disability, military status, genetic information, sexual orientation, gender identity, protected veteran status or other characteristics protected by law. All personnel decisions and practices, including, but not limited to or hiring, suspensions, terminations, layoffs, demotions, promotions, transfers, and evaluations, shall be made without regard to the above listed categories. JCBDD intends for all of its policies to comply with federal and state equal employment opportunity principles and other related laws.

JCBDD will not tolerate conduct that intimidates, harasses, or otherwise discriminates against any employee or applicant for employment on the grounds listed above. Anyone who feels that his rights have been violated under this policy should submit a written complaint of discrimination to Human Resources, or Superintendent with a copy to his immediate supervisor. Employees should use the form provided with this manual.

The Human Resources Coordinator shall act as EEO Coordinator for JCBDD.

Any employee, supervisor or manager who is found to have engaged in discriminatory conduct will be subject to disciplinary action, up to and including termination.