

SECTION 2

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of Jefferson County to ensure equal opportunity in employment for all employees and applicants. The County will provide, to the maximum extent possible, the same employment, placement, training, promotion, termination, layoff, leaves of absence, salary opportunities and benefits without regard to race, color, religion, sex, national origin, age, disability, veteran status (disabled), genetic information, sexual orientation, gender identity or expression, or political affiliation. To that end, the County will also promote the full realization of equal opportunity through continuing Affirmative Action Programs that will be an integral part of the total personnel management programs.

Jefferson County prohibits any form of workplace harassment based on race, color, religion, sex, national origin, age, disability, veteran status (disabled), genetic information, sexual orientation, gender identity or expression, or political affiliation.

No employee should fear retaliation for reporting violations of any County policy, or for participating in an investigation of complaints or grievances.