

COUNTY OF HUMBOLDT E.E.O. POLICY STATEMENT

Humboldt County is committed to the concept of equal opportunity as a basic merit system principle. The prohibition of discriminatory practices is not enough to adhere to the true spirit of this commitment. The County recognizes its responsibility to develop a realistic program under which positive steps will be taken to insure that all persons are afforded equal employment opportunities in the County service regardless of race, color, religion, sex, national origin, mental or physical disability, ancestry, medical condition, marital status, or age. These positive steps must be designed to eliminate practices, standards, or working conditions which might tend to produce discriminatory effects, and must encompass the areas of recruitment, examination, selection, promotion, pay and training procedures to affect the extension of equal employment opportunities to all qualified persons.

The objectives of the County of Humboldt's program are:

1. To achieve equality of employment opportunities in classified and unclassified County positions for all qualified persons regardless of race, color, religion, sex, national origin, mental or physical disability, ancestry, medical condition, marital status, or age.
2. To initiate and maintain a reviewing process encompassing all personnel policies, procedures, and practices in order to identify those conditions which may tend to be discriminatory in nature and to take corrective action when necessary.
3. To make all Humboldt County residents aware of the County's responsibilities and intentions in regard to affirmative action.
4. To identify areas of under utilization of the disadvantaged and take positive corrective action whenever possible.

In supervising the formulation of the County's budget and in approving staffing patterns, the County Administrative Officer will insure that the resources allocated to the program are sufficient to achieve approved program goals. The Personnel Director will have the basic responsibility for obtaining results from the program. As E.E.O. Coordinator, the Personnel Director will implement and, when necessary, interpret the provisions of the program. Questions regarding the County E.E.O. Policy should be directed to the Personnel Director at 476-2349.

It is the responsibility of each department head and supervisory employee to give the program full support through individual leadership and personal example. It is the responsibility of all management and supervisory personnel to identify problem areas and actively pursue their solution on a positive basis.

The County will update and reaffirm this E.E.O. Policy Statement annually.

I received the County of Humboldt E.E.O. Policy Statement on March 13, 2013. I have also been provided with a copy of State of California, Department of Fair Employment and Housing pamphlet (DFEH-185).

Employee Signature (Print Name)

Employee Number

Department/Division