



LAKE COUNTY
BOARD OF COUNTY COMMISSIONERS
County Policy

Title: EQUAL EMPLOYMENT OPPORTUNITY

Number: LCC-81

Cancels: Section 2, Equal
Employment
Opportunity, Policies
and Practices
Employee Manual
dated September 7,
1999

Approved: October 7, 2008

I. OBJECTIVE

The Board of County Commissioners is committed to ensuring that all applicants and employees are afforded equal opportunities in all employment actions with the Lake County Board of County Commissioners.

II. DIRECTIVES

- A. The issue of equal employment opportunity is an area of great importance to the Lake County Board of County Commissioners and to the management and staff of the Board.
- B. All applicants and employees shall be afforded equal employment opportunity regardless of race, color, age, gender, religious creed, national origin, disability status, marital status, citizenship, or any other status protected by law.
- C. Equal employment opportunity shall be provided in all employment actions including, but not limited to, hiring, job assignment, retention, opportunities for training and development, pay, benefits, promotion, demotion, transfer, layoff, termination, and ethics and standards of personal conduct.
- D. Applicants and employees who meet all regular employment standards, and are otherwise qualified, shall be given reasonable accommodations and access for known disabilities, providing that the accommodation will not create an undue hardship on the employer and/or prevent the proper performance of the essential duties and responsibilities of the job.
- E. It is the County's intent to promote full realization of equal employment

opportunity through positive continuing programs. It is the responsibility of the Office of Employee Services and Quality Improvement under the direction of the County Manager to develop and implement procedures and programs to meet this objective.

- F. It is the responsibility of County supervisors and management staff to ensure that policies, procedures, management practices and other supervisory activities are in full compliance with the intent of this policy.

IV. RESERVATION OF AUTHORITY

The authority to issue or revise this Policy is reserved to the Lake County Board of County Commissioners.

Welton Cadwell
Chairman, Board of County Commissioners
Lake County