

# Equal Employment Opportunity

Employment decisions, including hiring, promotion, assignment and discharge, shall be based on merit, qualifications, and competence. It shall be the policy of Ashland County to provide equal employment opportunity for all persons, regardless of race, creed, color, sex, religion, national origin, age, disability, marital status, sexual orientation, military status, or any other characteristic protected by law.

Ashland County will not tolerate unlawful discrimination in any form. We expect all employees to cooperate fully in helping us implement our equal opportunity policy. Employees are urged to report all instances of unlawful discrimination to the County Administrator. Ashland County prohibits retaliation against any employee who makes a good faith report of discrimination.

All human resource actions related, but not limited to, recruitment, firing, transfer, promotion, training, compensation, other benefits, lay off and termination, will be administered without regard to the above non-merit criteria.

Following the provisions of Title II of the Americans with Disabilities act, no qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of Ashland County unless as excepted by law. The policies, procedures, rules and regulations of all County departments shall be in compliance with this policy statement.

The County Administrator, with the direction of the Executive Committee, and with the full involvement and cooperation of department heads and employees shall:

- Formally disseminate, internally and externally, the County Equal Employment Opportunity Policy
- Generally, develop, recommend and implement human resource policies and procedures that are consistent and supportive of the goal of equal employment opportunity for all persons.