

11. EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION PROGRAMS

11.1 AFFIRMATIVE ACTION PLAN:

The Board of County Commissioners will periodically adopt, by resolution, an affirmative action plan. Such plan shall identify the protected classes of people and relevant work force, and shall identify the approaches and methods the County will use to remove artificial barriers to equal employment opportunity, so as to meet such goals and timetables. Such plan also shall seek to achieve representation of women and other protected groups in the county work force generally reflective of the proportion of such group in the relevant work force.

Periodic reports will be made to the Board of Commissioners regarding the composition of the county work force and progress being made to meet the established goals. (Ordinance 90-10, Sec. 3 as amended by Ordinance 95-21, Sec. 3)

11.2 COMPLAINT RESOLUTION PROCEDURE:

11.2.1 The County Manager shall establish, publicize and implement a formal equal employment opportunity complaint resolution procedure. Such procedure shall be for use by any County employees or applicants for County employment who believe they are being discriminated against or are being harassed by the County because of their political affiliation, race, religion, sex, national origin, marital status or handicap.

11.2.2 The procedure shall provide for fair, objective and independent review of any such complaints by department supervisory and management personnel where appropriate. It shall provide for review of such complaints by persons other than the supervisor of the employee filing a complaint.

11.2.3 Final review and decision making authority as to each such complaint shall be with the County Manager, except when the complaint is regarding action of the County Manager. The procedure shall provide for independent review of any complaint regarding alleged discrimination by the County Manager, if such complaint is of any action other than the Manager's response on a complaint filed under the equal employment opportunity complaint resolution process.

11.2.4 The County Manager may delegate any or all of his/her responsibility under the provisions of this section to a staff member who he/she has designated to serve as the County Affirmative Action Officer,

except if the complaint filed pertains to actions of the Affirmative Action Officer.

11.2.5 A complaint filed under the provisions of this ordinance shall be in lieu of having the complaint reviewed under the provisions of any other complaint resolution procedure established by the County. Nothing herein shall purport to restrict the complainant from proceeding from the Manager's decision by proceeding in any other forum or Court. (Ordinance 90-10, Sec. 4)