

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA # *B-2

Urgent

Routine

AGENDA DATE January 16, 2007

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval of Annual Equal Rights/Non-Discrimination Commitment Statement.

STAFF RECOMMENDATIONS:

Authorize the Chair of the Board of Supervisors and the Chief Executive Officer to Sign the attached Annual Equal Rights/Non-Discrimination Commitment Statement.

FISCAL IMPACT:

None

BOARD ACTION AS FOLLOWS:

No. 2007-33

On motion of Supervisor Grover, Seconded by Supervisor Mayfield

and approved by the following vote,

Ayes: Supervisors: Mayfield, Grover, Monteith, DeMartini, and Chairman O'Brien

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:



ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

DISCUSSION:

Each year the Board approves the County's Equal Rights/Non-Discrimination Commitment Statement. This year's Statement, which was approved by the Board last year, has been updated to include a Non-Discrimination Commitment Statement and is in compliance with Section 504 of the Federal Rehabilitation Act of 1973.

Upon approval of this Statement, it will be distributed to all County departments and among local community organizations.

POLICY ISSUES:

The County's Equal Rights/Non-Discrimination Commitment Statement must be reviewed, updated if necessary and disseminated annually, both within the County and among community organizations. Approval of this Commitment Statement communicates the County's commitment to a clearly defined Equal Rights Program, which is established to assure Equal Employment Opportunity and non-discrimination towards those seeking the services provided by County government.

STAFFING IMPACTS:

There is no staffing impact associated with this recommendation.



STANISLAUS COUNTY

EQUAL EMPLOYMENT OPPORTUNITY/
NON-DISCRIMINATION STATEMENT

The Board of Supervisors of Stanislaus County hereby reaffirms its commitment to a clearly defined Equal Employment Opportunity Program to insure that all people will work under equal opportunity conditions, and that employment decisions in County service are made in accordance with Equal Employment Opportunity principles.

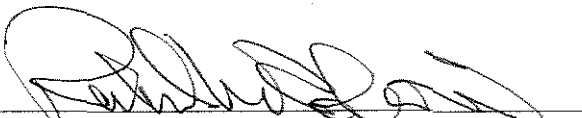
Equal Employment Opportunity involves a County commitment to personnel actions based upon relative, job related merit and fitness of applicants and employees and the needs of the County.


It is hereby reaffirmed that there shall be no discrimination in County recruitments, advertising, testing, certification, hiring, transfers, promotions, training, compensation, benefits, leaves of absences, layoffs, terminations, and all other conditions of employment based on race, ancestry, color, national origin, religion, physical or mental disability (includes persons with AIDS or those with a record of or regarded as having a substantially limiting impairment), or medical condition (cancer related), pregnancy related condition, marital status, sex, sexual orientation, age (over 40), or political affiliation or belief. Moreover, it is further reaffirmed that our non-discrimination policy includes prohibition of harassment (visual, verbal, or physical) of an employee or client based on the conditions enumerated above. It is further reaffirmed that there shall be no retaliatory discrimination against those who file complaints against the County or because a person may have protested an alleged discriminatory practice and/or testified or participated in a discrimination grievance.

It is further reaffirmed that the County is also clearly committed to comply with Section 504 of the Rehabilitation Act of 1973 as amended (29 U.S.C. 797), the Americans with Disabilities Act (ADA) of 1990, and Title VI of the Civil Rights Act of 1964 (P.L. 88-352) to the end that no person in the United States shall, on the basis of proscribed grounds, be excluded from participation, be denied the benefits, or be otherwise subjected to discrimination under any program or activity in which the County receives Federal financial assistance.

It will be the Chief Executive Officer's responsibility in concert with those persons cited in the County's Equal Employment Opportunity Plan, to effectively carryout the Board's commitment of assuring Equal Employment Opportunity and non-discrimination towards those who seek the services provided by County government.

This statement shall be updated annually and a copy of the updated statements will be promulgated both within Stanislaus County and among appropriate community organizations.


Richard W. Robinson January 2007
Chief Executive Officer

 1/16/07
William O'Brien January 2007
Chairman, Board of Supervisors