

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

DEPT: Chief Executive Office

BOARD AGENDA # \*B-1

Urgent

Routine

CEO Concurs with Recommendation YES  NO   
(Information Attached)

AGENDA DATE February 3, 2009

4/5 Vote Required YES  NO

SUBJECT:

Consideration and 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:

There is no direct fiscal impact associated with this response.

BOARD ACTION AS FOLLOWS:

No. 2009-92

On motion of Supervisor Grover, Seconded by Supervisor Monteith  
and approved by the following vote,

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

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1)  Approved as recommended

2)  Denied

3)  Approved as amended

4)  Other:

MOTION:

*Christine Ferraro*

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

**DISCUSSION:**

Each year the Board approves the County's Equal Rights/Non-Discrimination Commitment Statement.

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 Rights Commission**  
1010 10<sup>th</sup> Street, Suite 6800, Modesto, CA 95354  
P.O. Box 3404, Modesto, CA 95353-3404  
Phone: 209.525.6333 Fax 209.544.6226

STANISLAUS COUNTY

EQUAL EMPLOYMENT OPPORTUNITY/  
NON-DISCRIMINATION STATEMENT 2009

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.

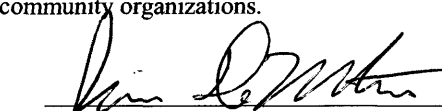
It is hereby reaffirmed that there shall be no discrimination in County employment policies and practices including pre-employment medical examinations and inquiries, recruitments, advertising, testing, certification, hiring, transfers, promotions, job assignment, training, compensation, benefits, leaves of absences, layoffs (including reemployment), 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. Additionally, our non-discrimination policy includes employment decisions based upon stereotypes or assumptions about the abilities, traits, or performance of individuals of a certain sex, race, age, religion, ethnic group or individuals with disabilities. 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 VII 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      February 3, 2009  
Chief Executive Officer

  
Jim DeMartini      February 3, 2009  
Chairman, Board of Supervisors