

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

DEPT: Chief Executive Office

BOARD AGENDA # *B-1

Urgent

Routine

AGENDA DATE January 24, 2012

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Consideration and Approval of the 2012 Annual Equal Rights/Non-Discrimination Commitment Statement

STAFF RECOMMENDATIONS:

Authorize the Chairman of the Board of Supervisors and the Chief Executive Officer to sign the attached 2012 Annual Equal Rights/Non-Discrimination Statement

FISCAL IMPACT:

There is no fiscal impact associated with this item.

BOARD ACTION AS FOLLOWS:

No. 2012-025

On motion of Supervisor Monteith, Seconded by Supervisor Withrow

and approved by the following vote,

Ayes: Supervisors: Chiesa, Withrow, Monteith, De Martini, and Chairman O'Brien

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

Consideration and Approval of the 2012 Annual Equal Rights/Non-Discrimination Commitment Statement

DISCUSSION:

Each year Human Resources staff in the Chief Executive Office submits an updated Equal Rights/Non-Discrimination Statement to the County Board of Supervisors. This year's statement has been modified to incorporate changes in the law to list gender, gender identity and gender protection among the protected classes.

Upon approval, it will be distributed to all County Departments, the County's Equal Rights Commission, posted to the County's website, and to local community organizations. In addition, the County offers two classes for employees; Mandatory Sexual Harassment (AB 1825) and Preventing Workplace Harassment, Discrimination, and Retaliation. Both courses will be updated to educate our workforce on the changes contained in this year's statement.

POLICY ISSUE:

County policy states the County's Equal Rights/Non-Discrimination 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 dedication to a clearly defined Equal Rights program, which is established to assure equal employment opportunity and non-discrimination towards those seeking employment, employees, and the services provided by County government.

STAFFING IMPACT:

There is no staffing impact associated with this recommendation.

CONTACT INFORMATION:

Nancy Bronstein, Deputy Executive Officer, 209-525-6333

STANISLAUS COUNTY

EQUAL EMPLOYMENT OPPORTUNITY/
NON-DISCRIMINATION STATEMENT 2012

The Board of Supervisors of Stanislaus County hereby reaffirms its commitment to a clearly defined Equal Employment Opportunity Program to ensure 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.

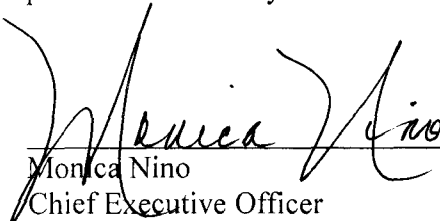
Equal Employment Opportunity involves a County commitment to personnel actions based upon relative, job related merit and fitness of applicants and employees, and the needs of the County.

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, color, national origin, religion, physical or mental disability, medical condition, pregnancy related condition, marital status, gender/sex, sexual orientation, age (over 40), gender identity, gender expression, 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, genetic history, or individuals with disabilities. It is further reaffirmed that there shall be no retaliatory discrimination or harassment against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.


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 upon approval it will be distributed to all County Departments, posted to the County website and distributed to local community organizations.



Monica Nino
Chief Executive Officer



William O'Brien
Chairman, Board of Supervisors