

MEMORANDUM

DATE: November 28, 2000

TO: The Board of Supervisors

FROM: Carol M. Luckam, Human Resource Manager

SUBJECT: Changes to Chapter 10, Diversity and Equal Opportunity, Personnel Policies and Procedures Manual

Attached is a resolution to revise Chapter 10, Diversity and Equal Opportunity, of the Personnel Policies and Procedures Manual. The significant revisions include:

1. The expansion of the Chapter to reflect our value of diversity. Diversity is defined as all the ways we are different and similar that affect our interactions with each other. These ways include, but are not limited to, age, disability, education, ethnicity, gender, geographic culture, marital status, military experience, nationality, race, religion, or sexual orientation.
2. An update of the Affirmative Action Plan.
3. A simplified discriminatory harassment complaint procedure.

The revised policy continues to reflect our commitment to having a diverse workforce, providing equal employment opportunity; ensuring nondiscrimination in all actions affecting County employees and applicants for employment; and prohibiting illegal harassment of, and by, County employees.

Staff recommends adoption of the attached resolution.

Carol M. Luckam

CML/gb
chapter10.mem

Attachments