

SECTION III - EQUAL EMPLOYMENT OPPORTUNITY

- A. Legal Compliance: It is the policy of the county to comply with the guidance set forth in Title VII of the Civil Rights Act of 1954, according to Public Law 92-251 approved March 24, 1972; with Executive Order No. 11245, of September 24, 1957; with Title V, Section 504 of the Rehabilitation Act of September 25, 1973 (P.L. 93-112); Americans with Disabilities Act of July 25, 1990; Civil Rights Act of 1991, and any other regulation which is or may yet be promulgated relating to fair employment practices.

- B. Anti-Discrimination: The county will provide fair treatment of applicants and employees in all aspects of personnel administration without regard to race, color, religion, sex, national origin, age, or disability and with proper regard for their privacy as citizens and for their constitutional rights. No class of jobs will be closed to any individual because of the above referenced criteria.

- C. Compensation: No individual will receive reduced compensation on the basis of race, color, religion, sex, disability, or national origin.

- D. Nepotism: The county shall not show favoritism or patronage to relatives or close friends in matters related to job recruitment, selection, job advancement, or issuing contracts for services. If circumstances warrant consideration of a relative or close friend, human resources personnel shall make the recommendation and prior approval must be given by the Board of County Commissioners. All exceptions must conform to conditions outlined in UCA 52-3-1.

- E. Affirmative Action: The county shall take affirmative action in all aspects of human resource management to assure compliance with EEO standards. Affirmative Action plans and programs shall be undertaken when deemed necessary by the Board of County Commissioners or otherwise required by a regulatory agency of the State of Utah or the federal government. Implementation shall be at the direction of the County Commission and consent of elected officials.

