

Equal Employment Opportunity:

Grant County is an equal opportunity employer and believes that every employee has the right to work in surroundings, which are free from all forms of unlawful discrimination.

Grant County is an Equal Employment Opportunity employer. It is against Grant County's policy for any employee to discriminate against an applicant for employment or another employee on the basis of race, color, and religious creed, sex (including pregnancy), age, marital status, sexual orientation, national origin, or any other classification protected by applicable discrimination laws. Furthermore, no employee of the Company is to discriminate against any applicant or fellow employee on the basis of a disability or status as a disabled veteran or veteran of the Vietnam era. Grant County will make reasonable accommodations, including modification of policies and procedures in appropriate cases for qualified individuals with disabilities, if it can do so without undue hardship.

Our policy relates to all phases of recruitment, employment, promotion, training, demotion, transfer, layoff, recall, termination, wages and salary administration, working conditions, employee benefits, application of policies and participation in County sponsored activities.

The policies and principles of equal employment opportunity also apply to the selection and treatment of independent contractors, personnel working on Grant County premises who are employed by temporary agencies and any other persons or companies doing business for or with Grant County.

Affirmative Action:

It is the policy of Grant County to be fair and impartial in all of its relations with employees and to recognize the dignity of the individual. Grant County's Affirmative Action program is a management tool designed to ensure equal opportunity in all phases of recruitment, employment, promotion, training, demotion, transfer, layoff, recall, termination, wages and salary administration, working conditions, employee benefits, application of policies and participation in County sponsored activities.

It is a diagnostic tool that is used to evaluate the workforce and compares it with the composition of the relevant labor pool outlining practical steps in which to address under utilization of specific groups in all departments and offices throughout the county.

Grant County maintains an environment ensuring recognition of each employee's efforts, achievements and cooperation. Employees will be treated impartially and allowed, without prejudice, to advance in the organization, as their abilities warrant and as openings occur. Grant County will promote and afford equal treatment and service to all employees and citizens.

Grant County views the principle of equal employment opportunity as a vital element in the employment process and as a hallmark of good management.

In developing our Affirmative Action Program, Grant County commits to:

- 1.) Recruiting, hiring, training, and promoting persons in all job classifications without regard to race, color, religion, sex, national origin, disability, veteran status, or any other non-job-related characteristic.*
- 2.) Ensuring that promotion decisions are in accordance with equal employment opportunity requirements by imposing only valid, job-related requirements for promotional opportunities.*

Ensuring that all personnel actions relating to compensation, benefits, transfers, terminations, training, and education are administered in a nondiscriminatory manner.